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ABSTRACT

Data collected in a 1973-74 survey of faculty salaries and fringe benefits for California Community Colleges are provided in three schedules: (1) full-time faculty salary schedule, (2) distribution of salaries for full-time faculty, and (3) fringe benefits for full-time faculty and administrative personnel. The salary schedule for full-time faculty includes the number of individuals at each step of each class. Minimum standards for each salary class are described by the degrees, credentials, and additional units required, and bonuses for extra achievements are listed. The second schedule is a frequency distribution of salaries paid within specific dollar intervals, categorized for men and women in four employment categories: teachers, counselors, librarians, and other certified faculty. The final schedule describes fringe benefits estimated by each district to be paid full-time faculty and administrative personnel during the current academic year. Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. Definitions and other instructions used by districts to complete the salary questionnaire are contained in the appendix. (Author/DB)

ED 095957

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FACULTY SALARY SURVEY

CALIFORNIA COMMUNITY COLLEGES

1973-74

JC 740 328

Chancellor's Office
California Community Colleges

December 1973

PREFACE

Publication of the 1973-74 survey of faculty salaries and fringe benefits for California Community Colleges has been changed from that of previous years in order to distribute this information on a more timely basis for district use in decision-making. To accomplish this, the report has been constructed by reproducing three pages of the annual salary questionnaire (CCAF-196) as submitted by districts to our office. Consequently, any inconsistencies in reported data should be discussed directly with the district in question.

Three schedules are included for most reporting districts: (1) full-time faculty salary schedule, (2) distribution of salaries for full-time faculty, and (3) fringe benefits for full-time faculty and administrative personnel.

The salary schedule for full-time faculty includes the number of individuals at each step of each class. This is reported on page 5 of the CCAF-196, though published salary schedules adopted by district boards are often substituted for that page. Minimum standards for each salary class are described by the degrees, credentials, and additional units required and bonuses for extra achievements are listed.

The second schedule (page 6 of the CCAF-196) is a frequency distribution of salaries paid within specific dollar intervals, categorized for men and women in four employment categories: teachers, counselors, librarians and other certificated faculty.

The final schedule (page 7 of the CCAF-196) describes fringe benefits estimated by each district to be paid full-time faculty and administrative personnel during the current academic year. Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary.

Definitions and other instructions used by districts to complete the salary questionnaire are contained in the appendix.

Sidney W. Brossman
Chancellor

December 1973

Charles McIntyre
Director of Analytical Studies

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TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	1 $	1 (#)	2 $	2 (#)	3 $	3 (#)	4 $	4 (#)	5 $	5 (#)	6 $	6 (#)	7 $	7 (#)
1	9,270		10,050		10,830		11,610							
2	9,770		10,550	(2)	11,330		12,110							
3	10,270	(1)	11,050	(3)	11,830	(2)	12,610	(1)						
4	10,770	(1)	11,550	(4)	12,330		13,110							
5	11,270		12,050	(1)	12,830	(4)	13,610	(1)						
6	11,770		12,550	(4)	13,330		14,110							
7	12,270		13,050		13,830		14,610							
8	12,770	(1)	13,550		14,330	(1)	15,110	(1)						
9	13,270	(1)	14,050	(2)	14,830		15,610							
10	13,770	(5)	14,550	(3)	15,330	(3)	16,110	(3)						
11			15,050	(2)	15,830		16,610	(1)						
12			15,550	(2)	16,330	(1)	17,110	(1)						
13			16,050	(1)	16,830	(6)	17,610	(4)						
14			16,550	(5)	17,330	(9)	18,110	(28)						
15														
16														
17														
18														
19														
20														

See attached salary schedule.

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Allan Hancock College______ Code No.

Allan Hancock Jt. Com. College District______ Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	22	2	1	1	2			
9	17,000 - 17,999	10	2	1	1				
10	16,000 - 16,999	9	7	1				1	
11	15,000 - 15,999	7			1				
12	14,000 - 14,999	5						1	
13	13,000 - 13,999	3	3					1	1
14	12,000 - 12,999	9	2						
15	11,000 - 11,999	4	4						3
16	10,000 - 10,999	1	2					1	
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	70	22	3	3	2	0	4	3
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,111,560	320,120	51,770	50,550	36,220		55,141	37,772
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	15,879	14,551	17,256	16,850	18,110		13,785	12, 557
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Allan Hancock College ______________
Code No.

Allan Hancock Jt. Com. College District ______________
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	55,579	86	3,721	5	1,614	2	3,474	7	11,117	15	4,284	3
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	26,290	86	1,529	5	612	2	2,140	7	3,363	11	917	3
C. Dental	5	7,757	86	451	5	180	2	631	7	992	11	271	3
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	3,752	86	251	5	109	2	234	7	734	15	648	3
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											2,001	3
UNEMPLOYMENT COMPENSATION TAXES	11											250	
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	8,754	86	586	5	254	2	547	7	1,694	15	365	3
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	102,132	86	6,538	5	2,769	2	7,026	7	17,900	11	8,736	3

REMARKS:

Allan Hancock College ______ Code No.

Allan Hancock Jt. Com. College District ______ Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES						
	1	2	3	4	5	6	7
	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (#
1	9093	9861	10245	10629	11013	11397	
2	9569	10337 (2)	10721	11105	11489	11873	
3	10045 (1)	10813 (1)	11197 (1)	11581	11965	12349	
4	10521	11289 (2)	11673 (1)	12057	12441	12825	
5	10997 (1)	11765	12149 (1)	12533	12917	13301	
6	11473	12241	12625	13009	13393	13777 (1)	
7	11949	12717	13101 (1)	13485 (1)	13869 (1)	14253	
8	12425 (1)	13193 (1)	13577 (2)	13961 (1)	14345	14729 (3)	
9	12901	13669	14053 (1)	14437 (1)	14821 (2)	15205	
10	13377 (5)	14145 (1)	14529	14913	15297	15681	
11		14621 (1)	15005 (2)	15389 (1)	15773	16157 (1)	
12			15481 (6)	1[illegible]865	16249 (2)	16633 (2)	
13				16341 (1)	16725 (1)	17109 (1)	
14					17201 (3)	17585 (21)	
15							
16							
17							
18							
19	Bachelor's	Master's	BA + 45 incl. MA	BA + 60 incl. MA	BA + 75 incl. MA	BA + 90 incl. MA	
20			or MA + 15	or MA + 30	or MA + 45	or MA + 60	

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctora
Other Creden-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $__________

Assoc. Professorship $__________

Earned Doctorate $ 605.00 (4)

OTHER:

. . . . $__________

. . . . $__________

. . . . $__________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the b
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Antelope Valley College College ______
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Antelope Valley Joint Junior College District 19502
Code No

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	4							
9	17,000 - 17,999	15	4	2					
10	16,000 - 16,999	5		1					1
11	15,000 - 15,999	4	4				1		
12	14,000 - 14,999	5	3				1		
13	13,000 - 13,999	4	8						1
14	12,000 - 12,999	1	1						
15	11,000 - 11,999	2	2						
16	10,000 - 10,999	2	2	1					
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	42	24	4			2		2
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	663,410	338,516	61,664			29,442		29,718
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	15,172	14,105	15,416			14,721		14,859
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Antelope Valley College ______ Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

Antelope Valley Joint Junior College District 1950203 Code No.

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	40,077	66	2,467.	4	1,178.	2	1,189.	2	5,991.	6		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	19,001.	66	1,151.	4	576.	2	576.	2	1,727.	6		
C. Dental	5	4,201.	66	254.	4	127.	2	127.	2	382.	6		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13												
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16									8,100.	6		
TOTALS (see instructions for line 17)	17	63,279.	66	3,872.	4	1,881.	2	1,892.	2				

REMARKS:

Antelope Valley College College ______
Code No.

Antelope Valley Joint Junior College District 1950203
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	1 (#)	2 $	2 (#)	3 $	3 (#)	4 $	4 (#)	5 $	5 (#)	6 $	6 (#)	7 $	7 (
1	9,710		10,240		10,770		11,290		11,820					
2	10,240		10,770		11,290		11,820		12,350					
3	10,770	(1)	11,290		11,820		12,350		12,880					
4	11,290		11,820		12,350	(1)	12,880		13,400					
5	11,820	(2)	12,880		13,880		13,400		13,430	(2)				
6	12,350		12,330		13,400		13,930		14,460					
7	12,880		13,400		13,930	(1)	14,460		14,990					
8	13,400	(1)	13,930		14,460		14,990		15,510					
9	13,930		14,460		14,990		15,510		16,040	(2)				
10	14,460	(1)	14,990		15,510	(1)	16,040	(1)	16,570	(1)				
11	14,990		15,510		16,040		16,570		17,100	)(3)				
12	15,510	(1)	16,040	(1)	16,570	(4)	17,100	(4)	16,620	(9)				
13														
14														
15														
16														
17														
18														
19														
20														

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earne Docto
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $ 800

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Barstow Community College Code N

Barstow Community College District 36-5

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999							3	
5	22,000 - 23,999							1	
6	20,000 - 21,999			1		1			
7	19,000 - 19,999		1						
8	18,000 - 18,999	5	1						
9	17,000 - 17,999	11		1					
10	16,000 - 16,999	5	2						
11	15,000 - 15,999								
12	14,000 - 14,999		1	1				1	
13	13,000 - 13,999	2	1						
14	12,000 - 12,999	1	1						
15	11,000 - 11,999								
16	10,000 - 10,999	1							
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	25	7	3		1		5	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	416,461	111,470	52,810		20,382		110,438	
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,658	15,924	17,603		20,382		22,088	
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	-0-	-0-	-0-		-0-		-0-	

Barstow Community College ______
Code No.

Barstow Community College District 36-50744
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Co 1
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	15,174	32	1,442	3	474	1	474	1	1,896	4	474	1
B. Major Medical	4												
C. Dental	5	5,104	32	479	3	160	1	160	1	638	4	160	1
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	2,016	32	189	3	63	1	63	1	252	4	63	1
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	2,572	32	262	3	101	1	72	1	547	4	93	1
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	24,866	32	2,372	3	798	1	769	1	3,333	4	790	1

REMARKS:

Barstow Community College ____
Code No.

Barstow Community College District 36-50744
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

BUTTE COMMUNITY COLLEGE DISTRICT
DURHAM, CALIFORNIA

INSTRUCTOR SALARY SCHEDULE 1973-74

STEP	I	II	III	IV
1	9,066	10,154	11,242	12,330
2	9,610	10,698	11,786	12,874
3	10,154	11,242	12,330	13,418
4	10,698	11,786	12,874	13,962
5	11,242	12,330	13,418	14,506
6	11,786	12,874	13,962	15,050
7	12,330	13,418	14,506	15,593
8	12,874	13,962	15,050	16,137
9	13,418	14,506	15,593	16,681
10	13,962	15,050	16,137	17,225
11	14,506	15,593	16,681	17,769
12	15,050	16,137	17,225	18,313

Maximum initial placement on the salary schedule shall be Step 6 of the appropriate class. Instructors shall receive appropriate credit for previous teaching and related work experience that may allow them a maximum of five steps on the salary schedule, therefore placing them on Step 6. Instructors will receive year for year credit on the salary schedule for teaching experience and one year credit for each two years of related work experience.

Instructors having a Doctor's Degree shall be placed on the appropriate step of Class IV, and shall receive an additional 6.6% of the salary schedule base.

CLASS AND STEP REQUIREMENTS

For purposes of salary classification, one year of full-time related work experience is equated to twelve semester units for career instructors (B).

A = Placement of both career and non-career area instructors.
B = Placement of career area instructors only (requires a Vocational-Technical Credential).

CLASS I (UNIT EQUIVALENT—136)

A valid California Teaching Credential appropriate for the community college.

A. B.A. Degree + 12 semester units.

B. 1. H. S. diploma + 6 years of related work experience + 64 semester units to—
H. S. diploma + 10 years related work experience + 16 semester units.

2. A.A. Degree + 4 years related work experience + 28 semester units to—
A.A. Degree + 5 years related work experience + 16 semester units.

CLASS II (UNIT EQUIVALENT—160)

A valid California Teaching Credential appropriate for the community college.

A. M.A. Degree

B. 1. A.A. Degree + 4 years related work experience + 52 semester units to—
A.A. Degree + 7 years related work experience + 16 semester units.

2. B.A. Degree + 2 years related work experience + 12 semester units to—
B.A. Degree + 3 years related work experience + 0 semester units.

CLASS III (UNIT EQUIVALENT—184)

A valid California Teaching Credential appropriate for the community college.

A. 1. M.A. Degree + 24 semester units.
2. B. A. Degree + 60 semester units, including M. A. Degree.

B. 1. A.A. Degree + 4 years related work experience + 76 semester units to—
A.A. Degree + 7 years related work experience + 40 semester units.

2. B.A. Degree + 2 years related work experience + 36 semester units to—
B.A. Degree + 4 years related work experience + 12 semester units.

3. M.A. Degree + 2 years related work experience + 0 semester units.

CLASS IV (UNIT EQUIVALENT—208)

A valid California Teaching Credential appropriate for the community college.

A. 1. M.A. Degree + 48 semester units.
2. B.A. Degree + 84 semester units, including M.A. Degree

B. 1. B.A. Degree + 2 years related work experience + 60 semester units to—
B.A. Degree + 5 years related work experience + 24 semester units (with M.A. Degree equivalent.*)

2. M.A. Degree + 2 years related work experience + 24 semester units to—
M.A. Degree + 3 years related work experience + 12 semester units.

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*M. A. Degree equivalent as determined by the College. Refers to a planned or coordinated program leading to a specific objective related to the instructor's assigned area of teaching. The program shall be determined by the Vice President for Instruction, the Division Chairman and the instructor involved.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	12	1	1	1				
9	17,000 - 17,999	4		1			1		
10	16,000 - 16,999	16	1	2					
11	15,000 - 15,999	11	2	1					
12	14,000 - 14,999			1					
13	13,000 - 13,999	7	5						
14	12,000 - 12,999	9	3						
15	11,000 - 11,999	1	3	1	1				
16	10,000 - 10,999	2	1						
17	9,500 - 9,999								1
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	62	16	7	2		1		1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	$963,711	$216,317	$110,241	$30,099		$17,225		$9,610
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	$15,544	$13,520	$15,748	$15,049		$17,225		$9,610
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Butte College 04-61416
Code No.

Butte Community College District 04-61416
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	included in major		included in major		included in major		included in major		included in major		included in major	
B. Major Medical	4	$37,974	78	$4,382	9	$487	1	$487	1	$4,382	9	$974	2
C. Dental	5	$6,664	78	$769	9	$85	1	$85	1	$769	9	$171	2
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	$8,850	78	$1,053	9	$129	1	$72	1	$1,656	9	$350	2
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10	$129	2									$4,029	3
UNEMPLOYMENT COMPENSATION TAXES	11											$230	2
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	$6,962	78	$828	9	$101	1	$57	1	$1,303	9	$272	2
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	$60,579	78	$7,032	9	$802	1	$701	1	$9,010	9	$6,026	2

REMARKS:

Butte College 04-61416
Code No.

Butte Community College District 04-61416
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#)
1	9,899		10,295		10,694		11,089		11,487		11,884			
2	10,492		10,890		11,288		11,683	2	12,081		12,477			
3	11,087	1	11,484	1	11,881		12,278	1	12,675		13,071	2		
4	11,681	4	12,079		12,475	3	12,873	3	13,268		13,667	2		
5	12,275		12,672	4	13,069	1	13,467	1	13,863	2	14,261			
6	12,870	3	13,266	2	13,664	3	14,062	2	14,458	1	14,855	4		
7	13,464	1	13,860	2	14,259	3	14,655	3	15,052		15,449	1		
8	14,057	2	14,455		14,853		15,249	6	15,646	1	16,042	2		
9			15,050	2	15,446	1	15,843	5	16,240	1	16,636	2		
10			15,644	2	16,040	5	16,438	1	16,836	5	17,232	6		
11			16,238	5	16,634	6	17,033		17,429	2	17,826	2		
12							17,627	4	18,023	9	18,420	29		
13														
14														
15														
16														
17														
18														
19														
20		1		18		22		28		21		50		

Degrees	BA 5	BA MA 18	BA	MA 22	BA	MA 28		MA 21	BA	MA 50+16	MA Dr.	Earned Doctorate
Other Credentials	or Initial Voc. 6	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $ Director$ 543..5 ~~Div Chm 2,250~~.10

Assoc. Professorship $ Dr. 883 16

Earned Doctorate $

OTHER:
1 Career Incr $ 595..... 1 $
. . . 1½ " . . . " . . . 893. 2
. . . . 2. " . . . . " . . 1,190. . . . 6 $
twice 1½ 1,786 1
. . . twice 2 . . . . 2,380 . . . 4 $

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

CABRILLO COLLEGE College Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CABRILLO COLLEGE College District

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men	Women	Men	Women	Men	Women	Men	Women
	1	2	3	4	5	6	7	8	9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999					1			
6	20,000 - 21,999	13	1						
7	19,000 - 19,999	10		1					
8	18,000 - 18,999	19	4	3	1				
9	17,000 - 17,999	7	3	1		1			
10	16,000 - 16,999	16	8	1					
11	15,000 - 15,999	12	5		1				
12	14,000 - 14,999	7	9			1			
13	13,000 - 13,999	11	5						1 nurs
14	12,000 - 12,999	7	6						
15	11,000 - 11,999	3	4	1					
16	10,000 - 10,999			2					
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	105	45	10	2	3			1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,760,364	671,592	162,966	34,086	54,734			13,266
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,765	14,924	16,297	17,043	18,245			13,266
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

CABRILLO COLLEGE College 44 69740
Code No.

College District
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	97,278	150	7,882	12	2,189	3	531	1	10,123	9		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical)	3	117,900	150	9,432	12	2,358	3	786	1	7,074	9		
B. Major Medical)	4	Note: all employees receive a $ 65.50 per month fringe benefit allowance which											
C. Dental	5	is used to cover Blue Cross..basic and major medical....income protection, life insurance, accident insurance, etc....at employees discretion.											
D. Other (Specify)	6	except that verification of health coverage MUST be given.											
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10	not applicable											
UNEMPLOYMENT COMPENSATION TAXES	11	not applicable											
GROUP LIFE INSURANCE	12	not applicable											
WORKMEN'S COMPENSATION	13	13,000	150	1,103	12	306	3	74	1	1417	9		
TRAVEL ALLOWANCE	14	11,800	150	600	12	180	3	200	1	6850	9		
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	239,978	150	19,017	12	5,033	3	1,591	1	25,464	9		

REMARKS:

CABRILLO COLLEGE College 44 69740
Code No.

College District
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES													
	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#
1	9,095	(1)	9,671	(1)	10,246	(1)	10,822	(1)	11,398	(1)			11,974	
2	9,671		10,246	(2)	10,822		11,398		11,973				12,549	
3	10,246		10,822		11,398		11,973		12,549				13,125	
4	10,822	(2)	11,398	(1)	11,973		12,549	(1)	13,125	(1)			13,700	
5	11,398		11,973	(1)	12,549	(2)	13,125	(3)	13,700				14,276	
6	11,973	(3)	12,549		13,125	(2)	13,700		14,276	(2)			14,852	
7	12,549	(2)	13,125		13,700	(3)	14,276	(1)	14,852	(4)			15,427	(1
8	13,125	(2)	13,700	(1)	14,276	(2)	14,852	(1)	15,427	(1)			16,003	(1
9	13,700	(2)	14,276		14,852	(2)	15,427		16,003	(6)			16,579	
10	13,985		14,852	(4)	15,427	(2)	16,003	(4)	16,579	(3)			17,154	
11	14,285	(1)	15,130	(1)	16,003	(8)	16,579	(1)	17,154	(5)			17,730	(1
12					16,285	(1)	17,154	(11)	17,730	(4)			18,306	(1
13							17,441	(1)	18,306	(8)			18,881	(2
14							17,816	(2)	18,881	(67)			19,457	(9
15														
16														
18X									19,457	(15)			20,033	(3
22X									20,033	(2)			20,608	(1
26X									20,608				21,184	
30X									21,184				21,760	

Degrees	BA	BA + 30 Inc. MA	BA + 50	MA Inc.	BA + 70	MA Inc.	BA + 90	MA Inc.	BA	MA	MA	Earned Doctorat
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the b
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Cerritos College 150
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Cerritos Community College District 150

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	2	4			1		2	
7	19,000 - 19,999	20	4	3		2			
8	18,000 - 18,999	61	17	3				1	
9	17,000 - 17,999	17	7	3			2	1	
10	16,000 - 16,999	19	5	1				1	
11	15,000 - 15,999	1	4					1	
12	14,000 - 14,999	11	6		1				1
13	13,000 - 13,999	8	6						
14	12,000 - 12,999	2	3	1					
15	11,000 - 11,999	6							
16	10,000 - 10,999	1	5		1				
17	9,500 - 9,999		1					1	
18	9,000 - 9,499		1						
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	148	63	11	2	3	2	7	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	2,532,896	1,053,711	196,510	24,522	59,886	34,678	118,305	14,285
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	17,114	16,726	17,865	12,261	19,962	17,339	16,900	14,285
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Cerritos College 150
Code No.

Cerritos Community College District 150
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	143,464	211	8,841	13	3,783	5	5,304	8	30,804	31		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical } Both	3	216,592	211	13,345	13	5,133	5	8,212	8	31,822	31		
B. Major Medical }	4												
C. Dental	5	49,205	211	3,031	13	1,166	5	1,866	8	7,229	31		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	21,161	211	1,304	13	558	5	782	8	4,544	31		
TRAVEL ALLOWANCE	14									5,280	31		
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17												

REMARKS:

Cerritos College 150 Code No.

Cerritos Community College District 150 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

CHAFFEY COLLEGE

Representative Certificated Salary Placement for 1973-74

10-MONTH SALARIES ONLY

	BA	Master's BA + 30	Master's BA + 45	Master's BA + 60	Master's BA + 75	Doctorate
1	9,530	11,125	11,695	12,265	12,835	13,530
2	9,994	11,589 - 1	12,159	12,729 - 1	13,299 - 1	13,994
3	10,458	12,053 - 2	12,623	13,193 - 2	13,763	14,458
4	10,922	12,517	13,087 - 2	13,657 - 2	14,227	14,922
5	11,386 - 1	12,981	13,551 - 1	14,121	14,691 - 3	15,386
6	11,850	13,445	14,015 - 1	14,585 - 1	15,155 - 1	15,850
7	12,314	13,909 - 4	14,479 - 1	15,049 - 2	15,619 - 3	16,314
8	12,778 - 1	14,373	14,943	15,513	16,083 - 3	16,778
9	13,792	15,387 - 3	15,957 - 1	16,527 - 1	17,097 - 3	17,792 - 1
10	14,256	15,851 - 1	16,421 - 1	16,991 - 2	17,561 - 2	18,256 - 1
11	14,720	16,315	16,885	17,455	18,025 - 4	18,720
12	15,184	16,779 - 2	17,349 - 3	17,919 - 2	18,489 -10	19,184 - 1
*	15,734	17,329	17,899	18,469 - 3	19,039 - 7	19,734 - 1
**	16,284	17,879 - 2	18,449 - 6	19,019 -13	19,589 -36	20,284 - 2

* $550 Anniversary Increment After 14 Years of Service

** $550 Anniversary Increment After 17 years of Service

The salary schedule is based on the BA column and the following additions:
$38 per unit - maximum 75 semester units above BA#; units are credited as acquired
$455 earned master's degree (only one credited)
$1,150 MA plus earned doctorate or earned doctorate only

# Equivalent Work Experience in Specialized Occupational Areas

Eight Years	Bachelor's Degree
Twelve Years	Bachelor's Degree Plus 30 Units
Sixteen Years	Bachelor's Degree Plus 60 Units

Adopted by the Board of Trustees
on July 10, 1973

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999	1		1					
5	22,000 - 23,999	7		3					
6	20,000 - 21,999	8		1	4			1	
7	19,000 - 19,999	33	13						
8	18,000 - 18,999	12	11		1				
9	17,000 - 17,999	9	3					1	1
10	16,000 - 16,999	4	5			1			
11	15,000 - 15,999	7	2						
12	14,000 - 14,999	7	2				1		
13	13,000 - 13,999	3	6	1					
14	12,000 - 12,999	3	1						
15	11,000 - 11,999		2						
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	94	45	6	5	1	1	2	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,726,315	763,887	127,731	100,533	16,671	14,598	38,269	17,513
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	18,365	16,975	21,289	20,107	16,671	14,598	19,135	17,513
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Chaffey Community College College 36-5-2104
Code No.

Chaffey Community College College District 67660
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	79,686	139	7,304	11	1,001	2	1,785	3	10,786	12	3,115	2
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	100,441	139	7,949	11	1,445	2	2,168	3	8,671	12	1,445	2
B. Major Medical	4												
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											1,264	2
UNEMPLOYMENT COMPENSATION TAXES	11											214	2
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	20,170	139	1,848	11	253	2	452	3	2,730	12	348	2
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	200,297	139	17,101	11	2,699	2	4,405	3	22,187	12	6,386	2

REMARKS:

Chaffey Community College College 36-5-2104
Code No.

Chaffey Community College College District 6766
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES													
	1 BA		2 MA		3 BA + 45 Units		4 BA + 60 Un.		5 BA + 80 Un.		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1	9,448	(1)	10,087		10,726		11,365	(1)	12,004					
2	10,025		10,664		11,303		11.942		12,581					
3	10,602	(1)	11,241		11,880	(2)	12,519		13,158	(1)				
4	11,179	(1)	11,818		12,457	(1)	13,096		13,735	(2)				
5	11,756		12,395		13,034		13,673	(1)	14,312	(1)				
6	12,333	(1)	12,972		13,611	(3)	14,250		14,889					
7	12,910	(3)	13,549	(2)	14,188		14,827	(1)	15,466	(2)				
8	13,487	(1)	14,126		14,765	(1)	15,404	(3)	16,043	(3)				
9	14,064	(1)	14,703		15,342	(1)	15,981	(1)	16,620	(6)				
10	14,641	(3)	15,280		15,919	(3)	16,558	(3)	17,197	(3)				
11			15,857	(1)	16,496	(2)	17,135	(2)	17,774	(1)				
12					17,073	(2)	17,712	(2)	18,351	(3)				
13							18,289	(14)	18,928	(42)				
14														
15														
16														
17														
18														
19														
20														

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $ 639

OTHER:

First Anniversary . . . . $ 576

Second Anniversary . . . . $ 576

Third Anniversary . . . . $ 576

(Does not include Administration)

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Citrus College 19-5-177

Code No. 64386

Citrus Community College District

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	47	10	1			1		
9	17,000 - 17,999	6	4						
10	16,000 - 16,999	6	4	3	1				
11	15,000 - 15,999	9	2						
12	14,000 - 14,999	6	1						
13	13,000 - 13,999	7	2						
14	12,000 - 12,999	1	3						1
15	11,000 - 11,999	2		1	1				
16	10,000 - 10,999	1							
17	9,500 - 9,999								
18	9,000 - 9,499	1							
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,399								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	86	26	5	2		1		1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,524,174	444,328	87.270	31,350		23,866		12,910
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,723	17,090	17,454	15,675		23,866		12,910
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Citrus College 19-5-1771
Code No.

Citrus Community College District 64386
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/79, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	X		X		X		X		X		X	
B. Major Medical	4	X		X		X		X		X		X	
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	X		X		X		X		X		X	
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	X		X		X		X		X		X	
WORKMEN'S COMPENSATION	13	$34,663.52		$2,623.30		$438.38		$237.14		$4,952.20			
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17		112		7		1		1		10		

REMARKS:

All certificated personnel receive $800 per year to be applied toward any of the above benefits marked.

Citrus College 19-5-1771
Code No.

Citrus Community College District 64386
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 I	(#)	II 2	(#)	III 3	(#)	IV 4	(#)	V 5	(#)	VI 6	(#)	VII 7	(#)
1	$9480	(1)	$9840		$10198		$10588		$10978		$11399		$11820	
2	9936	(1)	10332		10727	(1)	11144		11562		12016		12469	
3	10390	(2)	10815		11239	(2)	11693		12144		12633	(1)	13122	
4	10848		11303	(1)	11759	(2)	12245		12730		13251	(1)	13772	
5	11302		11790	(2)	12279	(3)	12795		13313	(1)	13866		14421	
6	11760	(1)	12281	(2)	12798	(2)	13349		13898		14484	(1)	15070	(3)
7			12774	(1)	13322	(2)	13902	(2)	14481	(1)	15101	(1)	15722	(1)
8					13839	(1)	14453	(5)	15066		15719		16371	
9					14361	(7)	15006	(1)	15650	(3)	16336	(5)	17021	(1)
10							15561	(3)	16235		16953	(4)	17670	(1)
11									16822	(5)	17571		18320	(1)
12											18188	(9)	18970	(3)
13													19620	(11)
14														
15														
16														
17														
18														
19														
20														

See attached policy #4140, pg. 2 for criteria of CLASSES

Degrees	BA 5	BA		BA	MA 14	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.	or Initial Voc.	3		or Full Voc. 6		Plus Initial Voc. 1		Plus Full Voc. 1		8		21
Plus * Add'l Units		15-29	3	30-59		60-74	or 15-29 10		or 30-59 9	90 or over	45-74 14	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE: Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

College of the Desert College Code No. 33-51251

Coachella Valley Community College District 33-51251

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	8	1						
7	19,000 - 19,999	7	1	1					
8	18,000 - 18,999	7	2	1					
9	17,000 - 17,999	2							
10	16,000 - 16,999	11	3			2			
11	15,000 - 15,999	10	3	1					
12	14,000 - 14,999	12	5						
13	13,000 - 13,999	4	1	1					
14	12,000 - 12,999	3	3						
15	11,000 - 11,999	3	3						
16	10,000 - 10,999	2	2						
17	9,500 - 9,999		1						
18	9,000 - 9,499								
19	8,500 - 8,999		1						
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - (,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	69	26	4		2			
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,130,631	368,613	66,086		33,644			
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,386	14,177	16,522		16,822			
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

College of the Desert College 33-51251
Code No.

Coachella Valley Community College District 33,51251
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	-		-		-		-		-		-	
B. Not Vested	2	-		-		-		-		-		-	
HEALTH PLANS A. Basic Medical	3	(1)		(1)		(1)		(1)		(1)		(1)	
B. Major Medical	4	(1)		(1)		(1)		(1)		(1)		(1)	
C. Dental	5	(1)		(1)		(1)		(1)		(1)		(1)	
D. Other (Specify)	6	(1)		(1)		(1)		(1)		(1)		(1)	
GUARANTEED DISABILITY INCOME PROTECTION	7	(1)		(1)		(1)		(1)		(1)		(1)	
TUITION PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 8)	8	--		--		--		--		--		--	
HOUSING PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 9)	9	--		--		--		--		--		--	
SOCIAL SECURITY TAXES	10	--		--		--		--		--		1895	3
UNEMPLOYMENT COMPENSATION TAXES	11	--		--		--		--		--		864	3
GROUP LIFE INSURANCE	12	(1)		(1)		(1)		(1)		(1)		(1)	
WORKMEN'S COMPENSATION	13	9,995	95	441	4	224	2	--	-	3,247	16	324	3
TRAVEL ALLOWANCE	14	--		--		--		--		--		--	
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15	--		--		--		--		--		--	
	16	--		--		--		--		--		--	
TOTALS (see instructions for line 17)	17	9,995.	95	441	4	224	2	--		3,247	16	3,083	3

REMARKS: (1) The Coachella Valley Community College District utilizes a cafeteria fringe benefit plan, which plan permits employees to select benefits most applicable to their situation (see attached selection sheets). The current amount under such plan per staff member per year is $800.00

College of the Desert College 33-51251 Code No.

Coachella Valley Community College District 33-51251 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

COAST COMMUNITY COLLEGE DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
JULY 1, 1973

Step	Scale I	Scale II	Scale III	Scale IV	Scale V*
1	$ 9,783	$11,105	$11,985	$12,865	$13,746
2	10,272	11,594	12,474	13,354	14,235
3	10,761	12,083	12,963	13,843	14,724
4	11,250	12,572	13,452	14,332	15,213
5	11,739	13,061	13,941	14,821	15,702
6	12,228	13,550	14,430	15,310	16,191
7	12,717	14,039	14,919	15,799	16,680
8	13,206	14,528	15,408	16,288	17,169
9	13,695	15,017	15,897	16,777	17,658
10	14,184	15,506	16,386	17,266	18,147
11		15,995	16,875	17,755	18,636
12		16,484	17,364	18,244	19,125
13			17,853	18,733	19,614
14				**19,321	**20,201
15				**19,910	**20,790
16					**21,379

* - Earned Doctorate - $587 above Scale V on appropriate step.

** - Includes Anniversary Merit Increase after three years at top of schedule, and at three year intervals thereafter.

Anniversary Raises - Scale IV: 2 - $589 raises
Scale V: 3 - $589 raises
(See "Policy on Anniversary Raises" for application and procedures)

Division Chairmen - Will be paid $1,467 above salary as a teacher.

Assistant Division Chairmen - Will be paid $880 above salary as a teacher.

Chief Instructor - Will be paid $649 above salary as a teacher.

Head Librarian - Will be paid $1,174 above salary as a teacher.

Librarian Special Duty - $10.90/hr.

Instructors on 10 1/2 months contracts - Will receive an additional 1/10 salary.
Instructors on 12 months contracts - Will receive an additional 3/20 salary.

#Summer Session Instructors - Will receive 1/1000 of annual contract per hour.

#Salary Schedule for Summer Session Instructors applicable for Summer, 1974.

Revised 8/1/73 (See following page for explanation of Scales)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999	1							
4	24,000 - 25,999	3							
5	22,000 - 23,999	6	3					1	
6	20,000 - 21,999	33	10	6			1	3	
7	19,000 - 19,999	46	19	12	5		1	2	1
8	18,000 - 18,999	35	12	2	2		1	4	1
9	17,000 - 17,999	42	14	2	2	1	2		
10	16,000 - 16,999	33	11			1	2	2	3
11	15,000 - 15,999	28	10	2					1
12	14,000 - 14,999	20	19	1		1	2		
13	13,000 - 13,999	17	4				1	1	
14	12,000 - 12,939	12	6	1	1	1	1	1	1
15	11,000 - 11,999	4	2			1			
16	10,000 - 10,999								
17	9,500 - 9,999		1						
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	280	111	26	10	5	11	14	7
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	4,964,369	1,818,474	487,960	182,252	71,858	183,182	260,982	117,52
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	17,730	16,383	18,768	18,225	14,372	16,653	18,642	16,789
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Composite: Orange Coast, Golden West & District College ____________

Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

Coast Community College District ____________

Code No.

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS 4% (Other than Social Security) A. Vested	1	271,312	391	26,809	36	10,201	16	15,141	21	38,114	35		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical 241.00	4	94,231	391	8,676	36	3,856	16	5,061	21	8,435	35		
C. Dental 85.20	5	33,313	391	3,067	36	1,363	16	1,790	21	2,982	35		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION 90.00	7	35,190	391	3,240	36	1,440	16	1,890	21	3,150	35		
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE 72.00	12	28,152	391	2,592	36	1,152	16	1,512	21	2,520	35		
59.94¢/hundred WORKMEN'S COMPENSATION	13	40,656	391	4,017	36	1,528	16	2,269	21	5,712	35		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
Dependent Med. 383.60		149,987	391	13,799	36	6,137	16	8,055	21	13,426	35		
Dependent Dent. 172.10	16	67,291	391	6,196	36	2,754	16	3,614	21	6,023	35		
TOTALS (see instructions for line 17)	17	720,132	391	68,396	36	28,431	16	39,332	21	80,362	35		

REMARKS:

Composite: Orange Coast, Golden West, District College ______ Code No.

Coast Community College District ______ Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

COMPTON COMMUNITY COLLEGE

FACULTY SALARY SCHEDULE
1973-74

	B.A.		M.A.		M.A. & 48		M.A. & 66		M.A. & 84	
CLASS	I		II		III		IV		V	
STEP		#		#		#		#		#
1	$9,348		$10,142		$10,936	(1)	$11,730		$12,524	(1)
2	9,834		10,628		11,422		12,216		13,010	(2)
3	10,320		11,114		11,908		12,702	(1)	13,496	
4	10,806	(1)	11,600	(1)	12,394		13,188		13,982	(1)
5	11,292		12,086	(1)	12,880	(1)	13,674		14,468	
6	11,778	(1)	12,572		13,366		14,160	(1)	14,954	(1)
7	12,264		13,058	(1)	13,852	(1)	14,646		15,440	(4)
8	12,750		13,544		14,338		15,132		15,926	(3)
9	13,236	(1)	14,030	(2)	14,824	(2)	15,618	(1)	16,412	(3)
10	13,722	(1)	14,516		15,310		16,104		16,898	(7)
11	14,208	(1)	15,002		15,796	(1)	16,590		17,384	(1)
12	14,694		15,488	(1)	16,282		17,076	(5)	17,870	(13)
12+15 yr incr	15,180		15,974	(1)	16,768		17,562	(2)	18,356	(5)
12+20 yr incr	15,666		16,460		17,254		18,048	(1)	18,842	(2)
12+25 yr incr	16,152		16,946	(1)	17,740		18,534	(1)	19,328	(6)
TOTAL:		(5)		(8)		(6)		(12)		(49)

A faculty member holding the Doctor of Philosophy or Doctor of Education Degree from an accredited institution shall receive an additional yearly stipend of $750. - (8)

Note: This salary schedule utilizes a base of $9,348, a training differential of approximately 8.5%, and a step increment of approximately 5.2%.

CLASS I	Bachelor's Degree
CLASS II	Master's Degree
CLASS III	Master's Degree with a total of 48 units above the Bachelor's Degree
CLASS IV	Master's Degree with a total of 66 units above the Bachelor's Degree
CLASS V	Master's Degree with a total of 84 units above the Bachelor's Degree

ADDITIONAL REMUNERATION: The following remuneration shall be provided for educational services required as part of the regular duties as instructors; these responsibilities are performed as a part of the regular contract as stated therein:

1.	Head Coaches	$800
2.	Drama Productions Director	$800
3.	Assistant Coaches, Drill Team Coach, Band Director, Forensics Coach	$400

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999	5	2			1			
8	18,000 - 18,999	6	4						
9	17,000 - 17,999	11	4	1		1			
10	16,000 - 16,999	6	4	3					
11	15,000 - 15,999	5	3	1					
12	14,000 - 14,999	4	3					1	
13	13,000 - 13,999	3	3						
14	12,000 - 12,999	3	1						
15	11,000 - 11,999	2	1						
16	10,000 - 10,999	1	1						
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	46	26	5		2		1	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	$750,748	$414,044	$83,428		$36,836		$14,954	
2	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,322	15,925	16,686		18,418		14,954	
	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above) (Projects)			1				1	

Compton Community College College 51961
Code No.

Compton Comm. College Dist. College District 64428
Code No.

, each campus)
, multi-campus districts)

-196 (Rev. 7/73, eil)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4												
C. Dental	5	$6,826	72	$474	5	$190	2	$95	1	$474	5	0	
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10	$24,546	72	$1,704	5	$681	2	$342	1	$1,704	5	$1,023	3
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	$147	72	$10	5	$4	2	$2	1	$10	5	$6	3
TRAVEL ALLOWANCE	14									$150 Avg.22	1 3		
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
(1) District Contribution $855 each (Tenthly)	16	$61,560	72	$4,275	5	$1,710	2	$855	1	$4,275	5	$2,565	3
TOTALS (see instructions for line 17)	17	$93,079	72	$6,463	5	$2,585	2	$1,294	1	$6,635	9	$3,594	3

REMARKS:

(1) The District Contribution can be used for medical and life insurance, tax sheltered annuity and income protection.

Compton Community College 51961 Code No.

Compton Community College District 64428 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $ (#)	2 $ (#)	3 $ (#)	4 $ (#)	5 $ (#)	6 $ (#)	7 $ (#)
1				11,571 (2)	12,129 (2)	12,686 (2)	
2	10,457 (1)		11,571 (1)	12,129 (1)		13,243 (1)	13,800 (1)
3				12,686 (2)	13,243 (1)	13,800 (1)	14,357 (2)
4		12,129 (1)	12,686 (4)	13,243 (3)	13,800 (3)	14,357 (3)	14,914 (2)
5		12,686 (1)	13,243 (1)	13,800 (2)	14,357 (1)	14,914 (3)	15,472 (4)
6		13,243 (1)		14,357 (4)	14,914 (5)		16,028 (4)
7	13,243 (1)	13,800 (1)	14,357 (1)	14,914 (2)	15,472 (3)	16,028 (3)	16,586 (3)
8		14,357 (1)	14,914 (1)	15,472 (1)	16,028 (5)	16,586 (3)	17,143 (6)
9			15,472 (2)	16,028 (3)	16,586 (4)	17,143 (4)	17,699 (7)
10		15,472 (1)		16,586 (1)	17,143 (3)	17,699 (5)	18,257 (18)
11			16,586 (5)	17,143 (3)	17,699 (5)	18,257 (5)	18,814 (25)
12				17,699 (4)	18,257 (3)	18,814 (3)	19,371 (12)
13					18,814 (19)	19,371 (18)	19,928 (208)
14							
15							
16							
17							
18							
19							
20							

Degrees	BA	BA +15	BA +30	MA	BA +45	MA +15	BA +60	MA +30	BA 75	MA +45	MA +60 BA+90	Earned Doctorate
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		~~15-29~~	~~30-59~~		60-74	~~or 15-29~~		~~or 30-59~~	~~90 or over~~	~~45-74~~	~~75 or over~~	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:
Indicate the certificated personnel at each [illegible]g in [illegible]h class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) [illegible]quired for each college plus a composite page 4 (pink) for the District.

Combined District College ________
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Contra Costa Community College District ________
Code No.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

1		Teachers Men 2	Teachers Women 3	Counselors Men 4	Counselors Women 5	Librarians Men 6	Librarians Women 7	Other Certificated Men 8	Other Certificated Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999	174	33	19	8	3	1	1	
8	18,000 - 18,999	45	18	5		1	2		1
9	17,000 - 17,999	22	12	1			1	1	
10	16,000 - 16,999	24	8						
11	15,000 - 15,999	7	3						
12	14,000 - 14,999	13	9	2	1				
13	13,000 - 13,999	11	2	1					1
14	12,000 - 12,999	6	6		1				1
15	11,000 - 11,999	1	2						
16	10,000 - 10,999		1						
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	303	94	28	10	4	4	2	3
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	5,591,069	1,646,499	531,80	187,024	78,598	74,142	37,627	44,743
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	18,452	17,515	18,992	18,702	19,649	18,535	18,813	14,914
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Combined District College ______________
Code No.

Contra Costa Community College District ______________
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	293,504	397	28,753	38	6,110	8	3,295	5	44,604	42		
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	279,581	397	26,419	38	5,562	8	3,482	5	30,630	42		
C. Dental	5	81,654	397	7,816	38	1,646	8	1,028	5	8,638	42		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	33,753	397	3,306	38	703	8	379	5	5,023	42		
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	30,304	397	2,969	38	630	8	340	5	4,605	42		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	718,796	397	69,263	38	14,651	8	8,524	5	93,500	42		

REMARKS:

Combined District College ______ Code No.

Contra Costa Community College District ______ Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#
1	9,844	(1)	10,533	(2)	11,222		11,911		12,600	(1)				
2	10,434		11,123	(5)	11,812		12,501		13,190					
3	11,024		11,713	(1)	12,402	(3)	13,091		13,780					
4	11,614	(1)	12,303	(4)	12,992	(3)	13,681	(1)	14,370					
5	12,204	(1)	12,893	(4)	13,582	(2)	14,271	(1)	14,960	(2)				
6	12,794	(1)	13,483	(2)	14,172	(1)	14,861	(3)	15,550					
7	13,384	(1)	14,073	(5)	14,762	(3)	15,451		16,140	(1)				
8	13,974	1	14,663	(1)	15,352	(6)	16,041	(5)	16,730	(4)				
9	14,564	(1)	15,253	(3)	15,942	(3)	16,631	(7)	17,320	(1)				
10	15,154	(2)	15,843	(4)	16,532	(4)	17,221	(5)	17,910	(3)				
11			16,433	(24)	17,122	(4)	17,811	(2)	18,500	(1)				
12					17,712	(33)	18,401	(8)	19,090	(3)				
13							18,991	(119)	19,680	(1)				
14									20,270	(33)				
15														
16														
17														
18														
19														
20														

Degrees	BA	~~BA~~ MA	BA	MA + 24 Un	~~BA~~	MA +48 Units	Doctorate	~~MA~~	BA	MA	MA	Earned Doctorat
Other Cr-den-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $__________

Assoc. Professorship $__________

Earned Doctorate $__________

OTHER:

. . . . $__________

. . . . $__________

. . . . $__________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the b
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

El Camino Community College College 64493
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

El Camino Community College District

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999			3	1				
3	26,000 - 27,999			2	1				
4	24,000 - 25,999			1					
5	22,000 - 23,999						3		
6	20,000 - 21,999	26	5	10	2		1		
7	19,000 - 19,999	7	1				1		
8	18,000 - 18,999	102	24						
9	17,000 - 17,999	37	11						
10	16,000 - 16,999	32	16				1		1
11	15,000 - 15,999	11	4						
12	14,000 - 14,999	13	3						
13	13,000 - 13,999	4	2						
14	12,000 - 12,999	12	6						
15	11,000 - 11,999	5	3						
16	10,000 - 10,999	1							
17	9,500 - 9,999	1							
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								½
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	251	75	16	4		6		1½
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	4,432,258	1,268,114	370,129	97,663		122,814		24,010
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,658	16,908	23,133	24,413		20,469		16,000
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

El Camino Community College District College 64493
Code No.

College District
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	227,574.00	326	18,712.00	20	4,913.00	6	960.00	1½	40,127.00	36	11,133.00	9
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	148,297.40	326	9,098.00	20	2,730.24	6	909.80	1½	16,381.44	36	4,095.36	9
B. Major Medical	4												
C. Dental	5	32,600.00	326	2,000.00	20	600.00	6	200.00	1½	3,600.00	36	900.00	9
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	48,928.43	326	4,023.01	20	1,056.20	6	206.49	1½	8,627.37	36	1,293.85	9
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	27,384.00	326	1,680.00	20	504.00	6	168.00	1½	3,024.00	36	756.00	9
WORKMEN'S COMPENSATION	13	33,567.00	326	2,760.00	20	725.00	6	142.00	1½	5,919.00	36	888.00	9
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	518,350.83	326	38,273.01	22	10,528.44	6	2,586.29	1½	77,678.81	36	19,066.21	9

REMARKS:

El Camino Community College District College 64493
Code No.

__________ College District __________
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

COMPOSITE

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	C L A S S E S I 1		2		II 3		III 4		5		IV 6		V 7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1	10,210	(2)			10,790	(2)	11,360				11,940		12,510	
2	10,790	(1)			11,360	(4)	11,940	(1)			12,510	(1)	13,090	
3	11,360	(1)			11,940	(7)	12,510	(3)			13,090		13,670	(2)
4	11,940	(1)			12,510	(8)	13,090	(1)			13,670	(2)	14,240	
5	12,510	(2)			13,090	(5)	13,670	(3)			14,240	(2)	14,820	(2)
6	13,090				13,670	(5)	14,240	(6)			14,820	(1)	15,390	
7	13,670	(1)			14,240	(10)	14,820	(7)			15,390	(4)	15,970	(3)
8	14,240				14,820	(5)	15,390	(6)			15,970	(13)	16,550	(6)
9	14,820	(2)			15,390	(5)	15,970	(6)			16,550	(6)	17,120	(5)
10	15,390	(1)			15,970	(2)	16,550	(6)			17,120	(9)	17,700	(4)
11	15,970				16,550	(3)	17,120	(6)			17,700	(10)	18,280	(2)
12	16,550				17,120	(5)	17,700	(2)			18,280	(15)	18,850	(9)
13	16,550	(1)			17,120	(4)	17,700	(9)			18,280	(16)	18,850	(4)
14	16,550	(2)			17,120	(5)	17,700	(7)			18,280	(15)	18,850	(10)
15	17,050				17,620	(2)	18,200	(3)			18,780	(13)	19,350	(3)
16	17,050	(1)			17,620	(3)	18,200	(1)			18,780	(11)	19,350	(3)
17	17,050				17,620		18,200	(3)			18,780	(9)	19,350	(6)
18	17,550				18,120	(1)	18,700	(1)			19,280	(7)	19,850	(2)
19	17,550				18,120		18,700	(2)			19,280	(2)	19,850	(4)
20-23 20	17,550 18,050				18,120 18,620		18,700 19,200	(5)			19,280 19,780	(15)	19,850 20,350	(4)
Degrees	BA		BA		BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Creden-tials	or Initial Voc.		or Initial Voc.			or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units			15-29		30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________ OTHER: . . . . $________

Assoc. Professorship $________ . . . . $________

Earned Doctorate $________ . . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

____________________ College ________
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Foothill Community College District 69443
Code No.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999	1		4					
6	20,000 - 21,999	6		12	11		1		
7	19,000 - 19,999	32	8	1	1		1		
8	18,000 - 18,999	69	14		1	1	3	1	
9	17,000 - 17,999	54	12				1		
10	16,000 - 16,999	18	4			1			
11	15,000 - 15,999	26	10	1		1			
12	14,000 - 14,999	21	9	3		1	1		
13	13,000 - 13,999	13	9		1				
14	12,000 - 12,999	6	3	2	1				
15	11,000 - 11,999	5	8						
16	10,000 - 10,999		3	1					
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	251	80	24	15	4	7	1	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	4,312,234	1,263,274	458,654	295,433	66,127	127,368	18,737	
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	17,179	15,791	19,110	19,695	16,532	18,195	18,737	
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

College ____________

Code No.

Foothill Community College District 69443

Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	201,797	331	23,777	39	6,707	11	610	1	24,996	41	5,486	9
B. Major Medical	4												
C. Dental	5	61,393	331	7,234	39	2,040	11	185	1	7,605	41	1,669	9
D. Other (Specify) Vision Care	6											414	9
GUARANTEED DISABILITY INCOME PROTECTION	7	14,434	331	1,701	39	479	11	44	1	1,788	41	393	9
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											5,534	9
UNEMPLOYMENT COMPENSATION TAXES	11											444	9
GROUP LIFE INSURANCE	12	21,462	331	2,529	39	713	11	65	1	2,658	41	584	9
WORKMEN'S COMPENSATION	13	28,440	331	3,846	39	986	11	96	1	5,160	41	913	9
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15	278,826	331	37,704	39	9,675	11	936	1	50,586	41	8,954	9
	16												
TOTALS (see instructions for line 17)	17	606,352	331	76,791	39	20,600	11	1,393	1	92,793	41	24,391	9

REMARKS:

College ______ Code No.

Foothill Community College District 69443 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

OHLONE COLLEGE

FREMONT-NEWARK COMMUNITY COLLEGE DISTRICT

APPROVED SALARY SCHEDULE

(Teachers, Counselors, Librarians)
Effective September 1, 1973

STEP (Experience Year)	CLASS I (Bachelors Degree)	CLASS II (Masters Degree)	CLASS III (Masters + 30 Bachelors + 60 with Masters	CLASS IV (Masters + 60 Bachelors + 90 with Masters	CLASS V (Doctorate,
1	$10,284	$11,055	$11,569	$12,083	$12,597
2	10,798	11,569	12,083	12,597	13,111
3	11,312	12,083	12,597	13,111	13,625
4	11,826	12,597	13,111	13,625	14,139
5	12,340	13,111	13,625	14,139	14,653
6	12,854	13,625	14,139	14,653	15,167
7	13,368	14,139	14,653	15,167	15,681
8	13,882	14,653	15,167	15,681	16,195
9	14,396	15,167	15,681	16,195	16,709
10		15,681	16,195	16,709	17,223
11		16,195	16,709	17,223	17,737
12		16,709	17,223	17,737	18,251
13			17,737	18,251	18,765
14				18,765	19,279
15					19,793

REGULATIONS

1. Maximum initial placement in each class is as follows: Class I - Step 6; Class II - Step 7; Class III - Step 8; Class IV - Step 8; Class V - Step 9.

2. Credit for full-time educational experience will be granted within the following limitations:

   a. Not more than two years' experience credit will be allowed for elementary and junior high school full-time teaching experience.

   b. Not more than five years' experience credit will be allowed for senior high school experience credit or combination of a. and b.

   c. No limit on experience credit except as in 1 above will be applied for full-time college teaching experience.

(OVER)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#)
1	9,300		9.850		10,400		10,950							
2	9,850		10,400	(1)	10,950		11,500							
3	10,400		10,950		11,500	(1)	12,050							
4	10,950	(1)	11,500		12,050		12,600	(1)						
5	11,500		12,050	(1)	12,600		13,150	(2)						
6	12,050	(1)	12,600	(3)	13,150	(3)	13,700	(2)						
7	12.600		13,150	(2)	13,700		14,250							
8	13,150		13,700	(1)	14,250		14,800	(2)						
9	13,700	(1)	14,250	(1)	14,800	(1)	15,350	(3)						
10	14,250		14,800	(1)	15,350	(2)	15,900	(3)						
11	14,800		15,350		15,900		16,450	(2)						
12			15,900	(2)	16,450		17,000	(4)						
13					17,000	(1)	17,550	(3)						
14							18,100	(4)						
15														
16														
17														
18														
19														
20														
Degrees	BA		BA		BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.		or Initial Voc.			or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus Additional Units			15-29		30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $______ . . . . $______

Assoc. Professorship $______ . . . . $______

Earned Doctorate $ 550.00 . . . . $550.00

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box.

In multi-campus districts, a separate page 4(white) is required for each college plus a composite page 4(pink) for the District.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

College GAVILAN

Code No. 43-52639

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

1	Teachers		Counselors		Librarians		Other Certificated	
	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1 22,000 and above								
2 20,000 - 21,999	1							
3 19,000 - 19,999	3							
4 18,000 - 18,999	3							
5 17,000 - 17,999	6	2	2					
6 16,000 - 16,999	1	1						
7 15,000 - 15,999	7							
8 14,000 - 14,999	2	2		1	1			
9 13,000 - 13,999	9	1						
10 12,000 - 12,999	3	1						
11 11,000 - 11,999	1							
12 10,000 - 10,999	1	1						
13 9,500 - 9,999								
14 9,000 - 9,499								
15 8,500 - 8,999								
16 8,000 - 8,499								
17 7,500 - 7,999								
18 7,000 - 7,499								
19 6,500 - 6,999								
20 Below 6,500								
21 TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 20)	37	8	2	1	1			
22 TOTAL SALARY OUTLAY (Nearest whole dollar)	574,932	115,513	34,205	14,071	14,800			
23 MEAN SALARIES (Line 22 divided by line 21)(Nearest whole dollar)	15,539	14,439	17,103	14,071	14,800			
24 NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	--	--	--	--	--			

GAVILAN College

43-52639 Code No.

GAVILAN JOINT COMMUNITY COLLEGE District

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196

FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	14,472	45	965	3	322	1			2,251	7		
B. Major Medical	4												
C. Dental	5	4,061	45	271	3	90	1			632	7		
D. Other (Specify) Vision & Prescription	6	3,240	45	216	3	72	1			504	7		
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	3,866	45	270	3	83	1			763	7		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	25,639	45	1,722	3	576	1			4,150	7		

REMARKS:

GAVILAN College

43-52639 Code No.

GAVILAN JOINT COMMUNITY COLLEGE District

(WHITE, each campus)
(PINK, multi-campus districts)

CC/F-196

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES													
	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1														
2														
3														
4	1,062	(1)			1,167	(1)			1,282	(1)				
5	1,103	(1)	1,157	(1)	4,852	(4)	1,271	(1)	1,334	(1)				
6	1,148	(1)	2,406	(2)			1,322	(1)	2,772	(2)				
7							1,375	(1)	2,884	(2)				
8	1,241	(1)	5,204	(4)					4,500	(3)				
9			2,706	(2)	1,419	(1)			3,120	(2)				
10							3,092	(2)	1,622	(1)				
11	1,396	(1)	1,464	(1)	3,072	(2)	1,609	(1)	3,374	(2)				
12			9,132	(6)					1,754	(1)				
13					13,280	(8)	15,669	(9)	72,728	(40)				
14														
15														
16														
17														
18														
19														
20														
Degrees	BA		MA or BA + 42 units		MA (including 56 units beyond BA)		MA (including 70 units beyond BA)		Doctorate or MA (including 84 units beyond BA)		BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.													
Plus * Add'l Units											90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $ 40 per month per individual

OTHER:

. . . . $________

Department Chairmen . . . . $ Varies from $ to $92 per mo

. . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Glendale Community College 19-73486-195257
Code No.

Glendale Community College District 19-7348

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

	Teachers		Counselors		Librarians		Other Certificated	
1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1 30,000 and above								
2 28,000 - 29,999								
3 26,000 - 27,999								
4 24,000 - 25,999								
5 22,000 - 23,999								
6 20,000 - 21,999			1		1			
7 19,000 - 19,999			2					
8 18,000 - 18,999	31	8			1			
9 17,000 - 17,999	6	4						
10 16,000 - 16,999	8	4		1				
11 15,000 - 15,999	11	4						
12 14,000 - 14,999	3	2	1	1				
13 13,000 - 13,999	7	5						
14 12,000 - 12,999	6	3				1		
15 11,000 - 11,999	2	2						
16 10,000 - 10,999		1	1					
17 9,500 - 9,999								
18 9,000 - 9,499								
19 8,500 - 8,999								
20 8,000 - 8,499								
21 7,500 - 7,999								
22 7,000 - 7,499								
23 6,500 - 6,999								
24 6,000 - 6,499								
25 Below 6,000								
26 TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	74	33	5	2	2	1		
27 TOTAL SALARY OUTLAY (Nearest whole dollar)	1,222,350	492,820	81,420	30,760	36,220	12,510		
28 MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,518	14,934	16,284	15,380	18,110	12,510		
29 NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	-0-	-0-	-0-	-0-	-0-	-0-		

Glendale Community College 19-73486-1952571 Code No.

Glendale Community College District 19-73486 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4												
C. Dental	5												
D. Other (Specify) Cafeteria Plan	6	64,200	107	4,200	7	1,800	3			6,000	10		
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	1,100	107	662	7	288	3			1,434	10		
TRAVEL ALLOWANCE	14	b								b			
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	65,300	107	4,862	7	2,088	3			7,434	10		

REMARKS: [a] Each employee has option to designate which of several health, insurance, and annuity plans he wishes. The District then contributes up to $600 per year toward the cost.

[b] College President is furnished a District car. Certain other employees are compensated for use of their own cars at the rate of 10¢ per mile.

(WHITE, each campus)
(PINK, multi-campus districts)

Glendale Community College 19-73486-1952571 Code No.

Glendale Community College District 19-73486 Code No.

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	C L A S S E S													
	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1					11,007		11,847		12,686					
2			10,625		11,464		12,304		13,143	1				
3	10,242		11,082	1	11,921	2	12,761		13,600					
4	10,699		11,539		12,378	1	13,218	1	14,057	5				
5	11,156		11,996	3	12,835	3	13,675	1	14,514	4				
6	11,613		12,453	2	13,292	3	14,132		14,971	8				
7	12,070		12,910	2	13,750		14,589	1	15,429	5				
8	12,528		13,367		14,207		15,046	3	15,886	2				
9	12,985		13,824		14,664	1	15,503	1	16,343	4				
10	13,442		14,281	1	15,121	1	15,960	1	16,800	8				
11	13,899	2	14,738		15,578	1	16,417	4	17,257	7				
12	14,356		15,195	1	16,035	2	16,874	1	17,714	9				
13	14,813	1	15,652	3	16,492	2	17,331	6	18,171	31				
14	15,270	1	16,110	1	16,949	2	17,789	3	18,628	43				
18 ~~15~~									18,928	14				
22 ~~16~~	Steps 18 through 30 are $300								19,228	3				
26 ~~17~~	longevity increments beyond								19,528	1				
30 ~~18~~	Step 14, Class V								19,828					
19														
20														

See salary schedule attached

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $______ OTHER: . . . . $______

Assoc. Professorship $______ . . . . $______

Earned Doctorate $ $500.00 . . . . $______

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Grossmont College 37-5-249 Code No.

Grossmont Community College District

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

	1	Teachers Men 2	Teachers Women 3	Counselors Men 4	Counselors Women 5	Librarians Men 6	Librarians Women 7	Other Certificated Men 8	Other Certificated Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999			6	2		1	1	
7	19,000 - 19,999	3	1	3	1	2			
8	18,000 - 18,999	64	24					1	
9	17,000 - 17,999	20	5		1				
10	16,000 - 16,999	20	4	1	1				
11	15,000 - 15,999	14	5						
12	14,000 - 14,999	16	5		1			2	
13	13,000 - 13,999	5	3				1		1
14	12,000 - 12,999	5	3						
15	11,000 - 11,999	5	1						
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	152	51	10	5	3	2	4	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)								
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)								
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Grossmont College 37-5-249
Code No.

Grossmont Community College District
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

COAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	N/A											
B. Not Vested	2	N/A											
HEALTH PLANS A. Basic Medical	3	130,813	203	9,666	15	3,222	5	3,222	5	9,666	15		
B. Major Medical	4	"		"		"		"		"			
C. Dental	5	40,632	203	3,002	15	1,001	5	1,001	5	3,002	15		
D. Other (Specify) RX	6	10,962	203	810	15	270	5	270	5	810	15		
GUARANTEED DISABILITY INCOME PROTECTION	7	27,071	203	2,333	15	771	5	644	5	3,227	15		
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8	N/A											
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9	N/A											
SOCIAL SECURITY TAXES	10	N/A											
UNEMPLOYMENT COMPENSATION TAXES	11	N/A											
GROUP LIFE INSURANCE	12	17,052	203	1,260	15	420	5	420	5	1,260	15		
WORKMEN'S COMPENSATION	13	16,106	203	1,388	15	456	5	383	5	1,920	15		
TRAVEL ALLOWANCE	14	N/A											
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	242,636	203	18,459	15	6,140	5	5,940	5	19,885	15		

REMARKS:

Grossmont	College	37-5-249 Code No.
Grossmont Community College	College District	Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES													
	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1					10,119		10,731		11,345	(1)	11,958		12,571	
2					10,683		11,297	(2)	11,910	(1)	12,523	(1)	13,137	(1)
3					11,250		11,863	(2)	12,477		13,089	(1)	13,702	
4					11,816	(2)	12,429	(2)	13,043	(1)	13,656		14,268	(1)
5					12,383		12,995	(2)	13,609		14,222		14,835	
6					12,949		13,562	(4)	14,175	(6)	14,788	(1)	15,401	(1)
7					13,514		14,127	(5)	14,741	(1)	15,353	(2)	15,967	
8					14,082		14,693	(1)	15,307		15,902	(3)	16,532	(1)
9					14,646		15,260		15,872	(1)	16,486	(2)	17,099	
10					15,213		15,825	(2)	16,440	(1)	17,052		17,666	
11					15,780		16,392	(1)	17,004	(1)	17,619		18,231	
12					--		16,958	(7)	17,570	(1)	18,184		18,797	
13					--		--		18,137	(9)	18,750		19,363	
14					--		--		--		19,317	(22)	19,930	(8)
15														
16														
17														
18														
19					Column X		Column I		Column II		Column III		Column IV	
20					Less Than M.A.		M.A. or Equiv.		M.A.+30 or B.A.+60w/MA		M.A.+60 or B.A.+90w/MA		Doctorate	
Degrees	BA		BA		BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorat
Other Credentials	or Initial Voc.		or Initial Voc.			or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units			15-29		30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $__________
Assoc. Professorship $__________
Earned Doctorate $__________

OTHER:
. . . . $__________
. . . . $__________
. . . . $__________

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

HARTNELL College 2751295
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

HARTNELL COMMUNITY College District

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999	26	3				1		
8	18,000 - 18,999	8	2						
9	17,000 - 17,999	1							
10	16,000 - 16,999	8	4	1					
11	15,000 - 15,999	6	2						
12	14,000 - 14,999	9	5						
13	13,000 - 13,999	5	1				1	1	
14	12,000 - 12,999	4							
15	11,000 - 11,999	3	4			1			
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	70	21	1		1	2	1	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,178,078	324,036	16,637		11,345	32,879	13,043	
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	16,829	15,430	16,637		11,345	16,440	13,043	
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

HARTNELL College 2751295
Code No.

HARTNELL COMMUNITY College District
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested 4% of Total	1	60,085	91	666	1	1,769	3	522	1	6,766	7		
B. Not Vested $16 yr/Pers.	2	1,456	91	16	1	48	3	16	1	112	7		
HEALTH PLANS A. Basic Medical) 739.68 yr	3	)											
B. Major Medical) per Pers.	4	67,311)	91	740	1	2,219	3	740	1	5,178	7		
C. Dental)	5	)											
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE $72 yr/Person	12	6,552	91	72	1	216	3	72	1	504	7		
WORKMEN'S COMPENSATION $.672/$100 of Tot.	13	10,094	91	111	1	297	3	87	1	1,136	7		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
Accidental Death ($5 yr/Person)	16	455	91	5	1	15	3	5	1	35	7		
TOTALS (see instructions for line 17)	17	145,953	91	1,610	1	4,564	3	1,442	1	13,731	7		

REMARKS:

HARTNELL College 2751295 Code No.

HARTNELL COMMUNITY College District ____ Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

IMPERIAL COMMUNITY COLLEGE DISTRICT
Imperial Valley College

- Faculty Salary Schedule -
1973-1974

Step	I Less than Master's	II Bach.+30 or Master's	III Master's +15	IV Master's +30	V Master's +45
1	9,750 (1)	10,550 (2)	11,350	12,150	12,950
2	10,210	11,010	11,810	12,610	13,410
3	10,670	11,470	12,270	13,070	13,870 (1)
4	11,130	11,930 (1)	12,730 (1)	13,530	14,330
5	11,590 (1)	12,390	13,190	13,990	14,790 (1)
6	12,050	12,850 (2)	13,650 (1)	14,450	15,250 (5)
7	12,510 (1)	13,310 (3)	14,110 (1)	14,910 (3)	15,710 (1)
8	12,970	13,770 (1)	14,570 (2)	15,370 (1)	16,170 (1)
9	13,430	14,230 (3)	15,030 (1)	15,830 (2)	16,630 (2)
10	13,890 (3)	14,690	15,490	16,290 (2)	17,090 (2)
11	-	15,150 (3)	15,950 (2)	16,750 (1)	17,550 (4)
12	-	-	16,410 (2)	17,210	18,010 (3)
13	-	-	-	17,670 (1)	18,470 (8)
14	-	-	-	-	18,930 (2)
16	14,200	15,460	16,720	17,980 (1)	19,240 (2)
19	14,510	15,770	17,030	18,290	19,550
22	14,820	16,080	17,340	18,600	19,860

$800 increment added to Column V for Doctorate (1) V-16

1. In order for an employee to advance from Classification I (Bachelor's degree) to Classification II (Bachelor's + 30), he must attain prior approval of the courses to be taken and recognized under the same set of policies now applicable to other classifications.

2. Instructors with 5 years or more of experience will be placed on the 6th step.

3. Credits earned after the conferring of the Bachelor's or Master's degree must relate to the field of instruction.

4. Vocational instructors whose teaching area is in a field for which Master's degrees are not offered in California, may be placed in Classification III upon the attainment of a Bachelor's + 45.

5. For other information and interpretations of the schedules, see the Faculty Handbook.

5-18-73 rg

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#
1	9465		10188	2	10911	1	11634	2	12358					
2	9845	2	10597	2	11349	3	12100	1	12852	1				
3	10226	1	11006	2	11786	1	12566		13346					
4	10606		11415	3	12223	2	13031		13841					
5	10987	2	11824	7	12660	7	13497	1	14334					
6	11367	4	12233	3	13098	1	13963	1	14828	3				
7	11748	1	12641	8	13535	4	14428	1	15322	1				
8	12128	7	13050	3	13972	3	14894	9	15816					
9	12509	8	13459	6	14410	5	15360	8	16310					
10	12889	6	13868	6	14847	7	15825	4	16804	1				
11	13270	2	14277	5	15284	7	16291	7	17298	3				
12	13650	1	14686	3	15721	11	16757	13	17792	2				
13	14031	2	15095	2	16159	5	17223	12	18286	1				
14	14411	1	15503	15	16596	17	17688	58	18780	14				
15														
16														
17														
18														
19														
20														

	1	2	3		4		5		6		7	
Degrees	BA	BA + 45 or MA	BA + 60	MA Inc.MA	BA *	MA + 44	Earned Doctorate		BA	MA	MA	Earned Doctorat
Other Credentials	or Initial Voc.	or XXXXXX XXX Life + 45	or BA+75	or Life XXX + XX 75		XXXX XXXX al XXXX		XXXX XXXX XXXX				
Plus * Add'l Units		XXXX	XXXX		XXXX	or XXXX		or XXXX	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

Salary increment upon completion of 19 years of service . . . . . $ 500.00

. . . . $________

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the b
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

* Staff employed as of 8/31/71 have option of BA + 90, Incl. MA

District Composite College________
Code No.

*Variations may be listed on reverse.

Kern College District 15-635

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999	2				1			
6	20,000 - 21,999	7			1				
7	19,000 - 19,999	3		3	1	1			
8	18,000 - 18,999	27	6	1	1	1		1	
9	17,000 - 17,999	34	13	1			1		1
10	16,000 - 16,999	28	6		2	1			
11	15,000 - 15,999	27	11				1	1	1
12	14,000 - 14,999	21	8						1
13	13,000 - 13,999	14	11	2					2
14	12,000 - 12,999	18	19		1			1	3
15	11,000 - 11,999	7	8	1				3	
16	10,000 - 10,999		6					1	1
17	9,500 - 9,999							1	
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	188	88	8	6	4	2	8	9
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	3023459	1267329	132230	105233	77011	32758	101090	122890
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16082	14401	16528	17538	19252	16379	12636	13654
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

District ______ College ______
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

Kern ______ College District 15-63537
Code No.

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	343,263	276	18,997	14	8,782	6	17,918	17	53,930	30	1,854	1
B. Not Vested	2	171,632	276	9,499	14	4,390	6	8,960	17	28,426	31	1,715	1
HEALTH PLANS A. Basic Medical	3	132,903	276	6,741	14	2,890	6	8,186	17	14,928	31	482	1
B. Major Medical	4	6,334	276	321	14	138	6	391	17	712	31	23	1
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	36,334	276	2,011	14	930	6	1,897	17	6,280	31	272	1
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11											116	1
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	21,111	276	1,168	14	540	6	1,102	17	3,497	31	114	1
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	711,577	276	38,737	14	17,670	6	38,454	17	107,773	31	4,576	1

REMARKS:

District Total College Code No.

Kern Community College District 15-63537 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, e11)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#)
1									9,525	(1)				
2									22,992	(2)				
3														
4														
5					6,862	(1)								
6									13,189	(1)				
7									27,844	(2)				
8							17,757	(1)	31,720	(2)				
9									46,161	(3)				
10									286,912	(17)				
11														
12														
13														
14														
15														
16														
17														
18														
19														
20														

Degrees	BA	BA	BA 1+	MA	BA 1	MA	BA 6 MS 2	MA 14	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.	+45	Plus Initial Voc. 1	MF +129	Plus Full Voc. 1				
Plus * Add'l Units		15-29	30-59 30		60-74	or 15-29	+348	or 105 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

		OTHER:
Professorship	$	$ 462,962
Assoc. Professorship	$	$
Earned Doctorate	$	$ 462,962

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Lassen Community College College ____ Code No.

Lassen Community College College District ____ Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	1							
7	19,000 - 19,999								
8	18,000 - 18,999								
9	17,000 - 17,999	6							
10	16,000 - 16,999	12							
11	15,000 - 15,999	4							
12	14,000 - 14,999								
13	13,000 - 13,999	3							
14	12,000 - 12,999								
15	11,000 - 11,999		1			1			
16	10,000 - 10,999								
17	9,500 - 9,999	1							
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000	1							
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	28	1			1			
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	437,688	11,708			11,284			
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	15,631	11,708			11,284			
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	-0-	-0-			-0-			

Lassen Community College College ____________
Code No.

Lassen Community College College District ____________
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	* 22,973	30							* income 3) increase	4		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	1,426	30							* income 3) increase	4		
B. Major Medical	4												
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	-0-											
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8	-0-											
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9	-0-											
SOCIAL SECURITY TAXES	10	-0-											
UNEMPLOYMENT COMPENSATION TAXES	11	-0-											
GROUP LIFE INSURANCE	12	-0-											
WORKMEN'S COMPENSATION	13	3,236	30							* income 3) increase	4		
TRAVEL ALLOWANCE	14	-0-											
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15	-0-											
	16												
TOTALS (see instructions for line 17)	17	27,635	30										

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. [illegible]'73, ejl)

Lassen Community College College ______ Code No.

Lassen Community College College District ______ Code No.

SCHEDULE 1[1,2,3]

LONG BEACH COMMUNITY COLLEGE DISTRICT

City College Instructional Schedule

(10 school months)

BEST COPY AVAILABLE

STEP	SCALE B Less than Master's Degree (14-02-)	SCALE C Master's Degree (14-03-)	SCALE D 1 yr. above Master's (BA+56 units & MA or MA +28 units) (14-04-)	SCALE E 2 yrs. above Master's (BA+84 units & MA or MA +56 units) (14-05-)	SCALE F Ph.D. or Equivalent Degree (14-06-)
1	$ 9740	$10340	$10995	$11705	$12470
2	10286	10886	11541	12251	13016
3	10832	11432	12087	12797	13562
4	11378	11978	12633	13343	14108
5	11924	12524	13179	13889	14654
6	12470	13070	13725	14435	15200
7	13016	13616	14271	14981	15746
8	13562*	14162*	14817*	15527*	16292*
9	14108	14708	15363	16073	16838
10	14654	15254	15909	16619	17384
11	15200x	15800	15455	17165	17930
12	15746	16346	17001	17711	18476
13		16892	17547	18257	19022
14			18093	18803	19568
15					20114

*Maximum entrance salaries
xMaximum for less than 1 year above Bachelor's degree

Credit for Previous Experience

- Step 1 - No previous experience
- Step 2 - One year of previous experience
- Step 3 - Two years of previous experience
- Step 4 - Three years of previous experience
- Step 5 - Four years of previous experience
- Step 6 - Five years of previous experience
- Step 7 - Six years of previous experience
- Step 8 - Seven or more years of previous experience

[1] All faculty members, including counselors, librarians, and nurse inspectors, are paid on this schedule. Department heads are paid on this basic schedule plus additional amounts as indicated in Schedule 2. Head counselors, head librarian, and certificated personnel in charge of activities are paid on this basic schedule plus additional amounts as indicated in Schedule 3.

[2] See pages 5-11 for salary regulations and explanations concerning placement on salary schedules.

[3] Members of the City College faculty are expected to have at least a Master's degree or the equivalent thereof. There shall be no exceptions in any field except in unusual circumstances in the vocational-trade and technical areas. If an exception becomes necessary in employing a teacher in the vocational-trade and technical area and the teacher employed for a particular assignment does not have a Master's degree or the equivalent, he shall be placed on Scale B.

DISTRICT-WIDE

LOS ANGELES COMMUNITY COLLEGES PERSONNEL GUIDE

B 320
SCHEDULE
Monthly Rate Employees
1973-74

ISSUE DATE: 8-30-73	SERVICE: Certificated	CHANGES:
REPLACES: PG B320 (7-23-73)	DISTRIBUTION: General (See PG: B339 for decoding)	Sub schedule column titled "Rating In" correcte to indicate proper rating in years of experienc
	ISSUED BY: Pers Oper Br	

1973-74 Salary Schedules. (Monthly rate instructors, coordinating instructors, counselors, instructor-advisors, librarians, nurses, and department chairmen). Adopted July 19, 1973.

Rates indicated are basic rates for a four-week month (10 months a year). "Pts" refers to points; a point is equivalent to one semester unit or 1.5 quarter units.

1. Preparation Salary Schedule. (Probationary, Permanent, and Limited Contract Instructors)
NOTE: To the rates below add $50 for a doctor's degree or certificate differential.

RATING IN Years Exp	STEP	COL. A Min. Prep.	COL. B Min. + 30 Pts or MA	COL. C Min. + 50 Pts or MA + 20 Pts	COL D. Min. + 70 Pts or MA + 40 Pts	COL. E Min. + 90 Pts or MA + 60 Pts
0-1	1	$ 987 (10)	$1,038 (5)	$1,092	$1,149 (1)	$1,210
2-3	2	1,026 (1)	1,080 (2)	1,136 (5)	1,195 (4)	1,258 (6)
4-5	3	1,068	1,123 (5)	1,182 (11)	1,243 (11)	1,308 (23
6-7	4	1,112 (1)	1,169 (6)	1,230 (11)	1,293 (12)	1,360 (33
8-9	5	1,158 (2)	1,217 (9)	1,280 (13)	1,345 (11)	1,414 (25
10-11	6	1,206 (2)	1,267 (5)	1,332 (7)	1,400 (16)	1,471 (51
12-13	7	1,256	1,319 (2)	1,386 (8)	1,456 (17)	1,529 (53
14 or more	8	1,308	1,374 (1)	1,442 (8)	1,514 (21)	1,590 (47
	9	1,362 (2)	1,430 (1)	1,501 (5)	1,575 (17)	1,652 (55
	10	1,418 (6)	1,488 (15)	1,561 (20)	1,638 (7)	1,717 (68
	11				1,702 (54)	1,784 (64
	12					1,852 (276
	maximum rate with one career increment					1,902 (347
	maximum rate with two career increments					1,952 (137

Doctors' Differential	$500/yr	(152)
" "	$600/yr	(2)
Certificate Differential:	$500/yr	(92)

Los Angeles Community College District

64741
Code

LOS ANGELES DISTRICT-WIDE

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999			3	1			1	
5	22,000 - 23,999	3	1	6	8			1	1
6	20,000 - 21,999	23	4	9	5				
7	19,000 - 19,999	395	105	12	13	3	6	1	
8	18,000 - 18,999	153	92	7	1	1	2	1	
9	17,000 - 17,999	109	71	1	2		5		
10	16,000 - 16,999	37	28	2	4	1	1	1	
11	15,000 - 15,999	94	71	1	2	1	2	1	
12	14,000 - 14,999	83	49		2	1	1	2	
13	13,000 - 13,999	38	44	1	2		1		
14	12,000 - 12,999	27	38	1			1		1
15	11,000 - 11,999	19	16				1		
16	10,000 - 10,999	4	4						
17	9,500 - 9,999	5	5						
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	990	528	43	40	7	20	8	2
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	17,318,930	8,642,130	867,342	780,816	122,130	338,140	147,284	36,90
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,494	16,368	20,171	19,520	17,447	16,907	18,411	18,454
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

________________ College ________ Code No.

Los Angeles Community College District 64741 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

DISTRICT-WIDE
TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	1,038,443	1518	65,932	83	18,407	27	174,188	212	83,431	75	12,410	16
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	1,252,377	1518	68,475	83	22,305	27	174,900	212	61,875	75	13,200	16
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11											1,506	16
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	143,980	1518	9,141	83	2,552	27	24,152	212	11,567	75	1,720	16
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	2,434,800	1518	143,548	83	43,264	27	373,240	212	156,873	75	28,836	16

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

_______________ College _______ Code No.

Los Angeles Community College District 64741 Code No.

(Full-time Faculty Only)

BEST COPY AVAILABLE

CLASSES

Step	1	2	(I) 3	(II) 4	(III) 5	6	7
	(#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (
1			10,373 (2)	11,410 (1)	12,448 (0)		
2			10,798 (2)	11,879 (2)	12,958 (1)		
3			11,236 (3)	12,360 (2)	13,483 (2)		
4			11,685 (5)	12,854 (2)	14,023 (6)		
5			12,146 (4)	13,361 (5)	14,576 (9)		
6			12,620 (10)	13,882 (9)	15,144 (14)		
7			13,106 (5)	14,417 (7)	15,728 (15)		
8			13,604 (10)	14,965 (7)	16,325 (24)		
9			14,114 (6)	15,526 (12)	16,938 (37)		
10			14,637 (9)	16,101 (9)	17,564 (45)		
11			15,170 (22)	16,688 (37)	18,205 (43)		
12					18,861* (93)		
13					19,049 (44)		
14					19,238 (30)		
15					19,427 (34)		
16					19,615 (95)		
17							
18							
19							
20			73	93	492	= [illegible]	

* 1%, 2%, 3%, 4% increment for four years after serving one year on Step 12, Class III

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctor
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	+30 30-59		+54 60-74	or +24 15-29	+78	or +48 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $__________

Assoc. Professorship $__________

Earned Doctorate $1,245

OTHER:

Less than MA = .90% of Class I . . $__________

Division Chairman are included above EXCLUSIV of their stipend which varies from 1,633 to 1886 per years as Division Chairman.

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the
In multi-campus districts, a separate page 4 (te) is required for each college plus a composite page 4 (pink) for the
strict.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

__________ College __________

Los Rios Community College District

Code No. 34-673

BEST COPY AVAILABLE

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999	1	1						
6	20,000 - 21,999	43	8	2	2				
7	19,000 - 19,999	121	33	9	3		1	1	1
8	18,000 - 18,999	92	23	4	2	1			1
9	17,000 - 17,999	31	8	1					
10	16,000 - 16,999	65	27	3	4	1	3	1	1
11	15,000 - 15,999	31	18	4	4		2	2	1
12	14,000 - 14,999	28	12	1	1			1	
13	13,000 - 13,999	18	9	2		1			
14	12,000 - 12,999	9	8				1		1
15	11,000 - 11,999	3	5	2					
16	10,000 - 10,999	1	3					1	
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	443	155	28	16	3	7	6	5
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	7898596	2606519	485877	280092	48669	112884	91232	83720
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17830	16816	17352	17505	16223	16126	15205	16744
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

College ____________ Code No.

Los Rios Community College District 34-67371 Code No.

WHITE, each campus)
PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

BEST COPY AVAILABLE

Fringe benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	322,561	598	23,734	44	5,394	10	5933	11	24,273	45	6,630	16
B. Major Medical	4												
C. Dental	5	86,686	598	6,378	44	1,450	10	1,595	11	6,523	45	2,319	16
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13												
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	409,247	598	30,112	44	6,844	10	7,528	11	30,796	45	8,949	16

REMARKS:

[illegible]
([illegible] multi-[illegible] districts)

CCAF-136 (Rev. 7/73, eil)

________________ College ________
Code No.

Los Rios Community College District 34-67371
Code No.

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

BEST COPY AVAILABLE

STEPS	1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#)
1	10,470				11,215				11,816		12,412		+ 500	
2	11,051				11,799	1			12,398	1	12,997		+ 500	
3	11,635				12,383	3			12,982	1	13,580		+ 500	
4	12,218	1			12,966	1			13,563	1	14,164	1	+ 500	1
5	12,801				13,550	6			14,147	1	14,746		+ 500	
6	13,386				14,134	3			14,732	2	15,329		+ 500	
7	13,969				14,716	5			15,314	1	15,913		+ 500	1
8	14,552				15,297	9			15,898	1	16,494	2	+ 500	3
9	15,134				15,881	4			16,480	3	17,079	3	+ 500	
10	15,71[illegible]				16,465	2			17,064	7	17,662	3	+ 500	
11	16,300				17,049	2			17,647	3	18,246	3	+ 500	
12	16,884				17,632	2			18,229	8	18,828	2	+ 500	2
13	17,468				18,216	4			18,814	9	19,411	16	+ 500	2
14														
Longevity Step 15	17,668				18,416	4			19,014	9	19,811	10	+ 500	2
16														
17														
18														
19														
20														

Degrees	BA x	BA	BA	MA x	BA	MA		MA x	BA	MA x	MA	Earned Doctora
Other Creden-tials	or Initial Voc. x	or Initial Voc.		or Full Voc. x		Plus Initial Voc.		Plus Full Voc. x				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59 x	90 or over	45-74 x	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $ 500

OTHER:

. . . . $ -

. . . . $ -

. . . . $ -

NOTE:

Indicate the certificated personnel at each step and each class by placing the number in parentheses at right in the
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Indian Valley Colleges 2150
College of Marin 2150
College Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Marin Community College District 216 Code No.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	2		1	1		2		
7	19,000 - 19,999	29	8	5	2	1			
8	18,000 - 18,999	23	9			1			
9	17,000 - 17,999	17	3	1					1
10	16,000 - 16,999	8	3	1	1				
11	15,000 - 15,999	8	7					1	
12	14,000 - 14,999	7	7		1		1		
13	13,000 - 13,999	4	2					1	
14	12,000 - 12,999	5	2						
15	11,000 - 11,999	1							
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	104	41	8	5	2	3	2	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,811,146	686,497	152,215	89,363	38,027	55,106	28,847	17,4
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,414	16,743	19,026	17,873	19,014	18,368	14,423	17,46
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	-	-	-	-	-	-	-	-

Indian Valley Colleges 2150019
College of Marin 2150605
College Code No.

Marin Community College District 2165383
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	83,009	144	7,247	13	2,794	5	1,389	3	8,709	12	12,669	10
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	82,601	144	5,534	12	2,640	5	1,624	3	6,038	12	5,112	10
C. Dental	5	29,618	144	2,674	13	1,029	5	617	3	2,468	12	2,057	10
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	10,368	144	936	13	360	5	216	3	798	12	720	10
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											7,371	10
UNEMPLOYMENT COMPENSATION TAXES	11											985	10
GROUP LIFE INSURANCE	12	10,368	144	936	13	360	5	216	3	798	12	720	10
WORKMEN'S COMPENSATION	13	15,735	144	1,522	13	586	5	292	3	1,829	12	1,241	10
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16	231,699	144	18,849	13	7,769	5	4,354	3	20,640	12	30,875	10
TOTALS (see instructions for line 17)	17												

REMARKS:

Indian Valley Colleges 2150019
College of Marin College 2150605
Code No.

Marin Community College District 2165383
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1	2	3	4	5	6	7
	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$
1	8,700	9,222	9,744	10,266	10,788	11,310	
2	9,222	9,744	10,266	10,788	11,310	11,832	
3	9,744	10,266	10,788	11,310	11,832	12,354	
4	10,266	10,788	11,310	11,832	12,354	12,876	
5	10,788	11,310	11,832	12,354	12,876	13,398	
6	11,310	11,832	12,354	12,876	13,398	13,920	
7	11,832	12,354	12,876	13,398	13,920	14,442	
8	12,354	12,876	13,398	13,920	14,442	14,964	
9	12,876	13,398	13,920	14,442	14,964	15,486	
10	13,398	13,920	14,442	14,964	15,486	16,008	
11	13,920	14,442	14,964	15,486	16,008	16,530	
12	14,442	14,964	15,486	16,008	16,530	17,052	
13							
14							
15							
16							
17							
18							
19							
20							

Degrees	BA X	BA +15	BA	MA X	BA	MA +15		MA +30	BA	MA +45	MA	Earned Doctor
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship	$ --	. . . .	$
Assoc. Professorship	$ --	. . . .	$
Earned Doctorate	$ 522	. . . .	$

OTHER:

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

MENDOCINO College Code No.

MENDOCINO College District 50015

*Variations may be listed on reverse.

CCA -196 (WHITE, each campus)
C -196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999								
9	17,000 - 17,999								
10	16,000 - 16,999								
11	15,000 - 15,999								
12	14,000 - 14,999								
13	13,000 - 13,999	4	1	1					
14	12,000 - 12,999	1	2		1		1		
15	11,000 - 11,999	3	1	1					
16	10,000 - 10,999	2	1						
17	9,500 - 9,999								
18	9,000 - 9,499	1							
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	11	5	2	1		1		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	132,240	60,560	25,752	12,345		12,876		
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	12,021	12,112	12,876	12,345		12,876		
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

MENDOCINO College ____________
Code No.

MENDOCINO College District 50015
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	9,500	19	1,500	3	500	1	--	0	2,000	*4		*
B. Major Medical	4												
C. Dental	5	1,805	19	285	3	95	1	--	0	380	*4		*
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	None											
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8	None											
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9	None											
SOCIAL SECURITY TAXES	10	1,039	0		1		0	--	0		0		
UNEMPLOYMENT COMPENSATION TAXES	11	3,500	All	27 staff									
GROUP LIFE INSURANCE	12	None											
WORKMEN'S COMPENSATION	13	3,600	All	27 staff									
TRAVEL ALLOWANCE	14	--	0	--	0	--	0	--	0	1,200	1		
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15	N.A.											
	16												
TOTALS (see instructions for line 17)	17	19,444	19	1,785	3	595	1	--	0	3,580	4		

REMARKS:

*Dual status for Business Manager

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

MENDOCINO College ______ Code No.

MENDOCINO College District 50015 Code No.

MERCED COMMUNITY COLLEGE DISTRICT

1973 CERTIFICATED SALARY GUIDE

STEP	B.A. or Initial Vocational Credential CLASS I	M.A. or Initial Vocational Credential including Bachelor's degree, or Full Vocational Credential CLASS II	B.A. + 45 including M.A., or M.A. + 15, or Full Vocational Credential including Bachelor's degree, or Initial Vocational Credential plus Master's degree CLASS III	B.A. + 60 including M.A., or M.A. + 30, or Class III plus 15 units, or Full Vocational Credential plus Master's degree CLASS IV	B.A. + 75 including M.A., or M.A. + 45 CLASS V
1	9305	10235 (1)	10702	11166	11631
2	9770	10702	11166(1)	11631(2)	12096
3	10235(2)	11166	11631(2)	12096(1)	12562(1)
4	10702(1)	11631	12096(1)	12562 (1)	13027 (1)
5	11166	12096 (1)	12562	13027	13493 (2)
6	11631	12562 (2)	13027 (1)	13493 (3)	13958 (3)
7	12096 (1)	13027	13493 (1)	13958 (2)	14422 (2)
8	12562	13493	13958 (1)	14422 (2)	14888 (3)
9	13027	13958	14422	14888 (1)	15353 (4)
10	13493 (1)	14422	14888	15353 (2)	15818 (6)
11		14888 (1)	15353 (1)	15818 (3)	16284 (3)
12			15818 (5)	16284	16749 (1)
13				16749 (1)	17214 (6)
14					17680 (15)
18*					*18173 (3)

Earned Doctorate: Add $750

Approved: Board of Trustees
February 20, 1973

*Eligibility specified in Board Policy 4140c

Effective: February 1, 1973

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men	Women	Men	Women	Men	Women	Men	Women
	1	2	3	4	5	6	7	8	9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	1						1	
7	19,000 - 19,999	3							
8	18,000 - 18,999	7	1	1				2	
9	17,000 - 17,999	16		1	1		1		
10	16,000 - 16,999	6	2	1					
11	15,000 - 15,999	15	3				1		1
12	14,000 - 14,999	5	2		1	1			
13	13,000 - 13,999	10	3		1				
14	12,000 - 12,999	4	2						
15	11,000 - 11,999	5	1						
16	10,000 - 10,999	2	1						
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	74	15	3	3	1	2	3	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,158,725	214,834	52,064	45,036	14,422	33,222	56,811	15,504
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	15,658	14,322	17,355	15,012	14,422	16,611	18,937	15,504
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	—	—	—	—	—	—	—	—

Merced College **24 5475**
Code No.

Merced Community College District **24 5475**
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	(1,370,559) 54,822	89	(97,100) 3,854	6	(47,644) 1,906	3	(72,315) 2,893	4	(182,211) 7,288	7		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	28,817	89	1,943	6	971	3	1,295	4	2,267	7		
B. Major Medical	4												
C. Dental	5	8,031	89	541	6	271	3	361	4	632	7		
D. Other (Specify) Prescription	6	6,942	89	468	6	234	3	312	4	546	7		
GUARANTEED DISABILITY INCOME PROTECTION	7	6,728	89	484	6	227	3	302	4	529	7		
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	9,612	89	648	6	324	3	432	4	756	7		
WORKMEN'S COMPENSATION	13	8,006	89	573	6	281	3	427	4	1,075	7		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	123,030	89	8,511	6	4,214	3	6,022	4	13,093	7		

REMARKS:

Merced College 24 5475
Code No.

Merced Community College District 24 5475
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	XX 4 $	(#)	X 5 $	(#)	X 6* $	(#)
1	9,348		10,205		11,062	(1)			11,919	(1)	12,776		13,571	
2	9,868		10,725		11,582	(1)			12,438		13,295		14,090	
3	10,387		11,244	(1)	12,101	(2)			12,958	(1)	13,815	(3)	14,610	
4	10,906		11,763		12,620				13,477	(1)	14,334		15,129	
5	11,426		12,283		13,140	(2)			13,996		14,853	(1)	15,648	
6	11,945		12,802		13,659	(1)			14,516	(1)	15,373		16,168	
7	12,464		13,321		14,178	(3)			15,035		15,892	(1)	16,687	
8	12,983		13,840		14,698	(2)			15,555		16,411		17,206	(1)
9	13,502		14,360		15,217	(1)			16,074	(2)	16,931		17,726	
10	14,021		14,879		15,736				16,593	(2)	17,450	(1)	18,245	(1)
11	14,540		15,398		16,256				17,113		17,970	(1)	18,745	(2)
12	15,059		15,917		16,775	(7)			17,632	(4)	18,489	(7)	19,284	(4)
xx														
xx														
15	15,578		16,436	(1)	17,294	(1)			18,151	(1)	19,008	(5)	19,803	(1)
18xx	16,097		16,855		17,813	(2)			18,671	(7)	19,528	(3)	20,323	(4)
21 xx	16,616		17,474		18,332				19,190	(4)	20,047	(4)	20,842	(3)
24 xx	17,135		17,993		18,851				19,709	(4)	20,566	(3)	21,361	
27 xx	17,654		18,512		19,370				20,228		21,086		21,881	(2)
30 xx	18,173		19,031		19,889	(1)			20,747		21,605		22,400	

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Creden-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $__________

Assoc. Professorship $__________

Earned Doctorate $__________

OTHER:

. . . . $__________

. . . . $__________

. . . . $__________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

* Col 6 = Col 5 plus $795 for Doctorate

Monterey Peninsula College 66100
Code No.

*Variations may be listed on reverse.

Monterey Peninsula Community College District 66100

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	17	2	2	1		1	1	2
7	19,000 - 19,999	15	3	2	2				
8	18,000 - 18,999	18	4						
9	17,000 - 17,999	7							
10	16,000 - 16,999	5	3					1	
11	15,000 - 15,999		2						
12	14,000 - 14,999	3	2						
13	13,000 - 13,999	7	1						
14	12,000 - 12,999	2					1		
15	11,000 - 11,999	1	1						
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	75	18	4	3	0	2	2	3
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,355,462	306,519	80,143	59,456	0	33,158	38,545	59,305
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	18,073	17,029	20,036	19,819	0	16,579	19,273	19,768
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Monterey Peninsula College 66100 Code No.

Monterey Peninsula Community College District 66100 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

BEST COPY AVAILABLE

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	66.479	93	5,584	7	1,326	2	3,914	5	10,297		2,080	
HEALTH PLANS A. Basic Medical	3	51,213	93	3,855	7	1,101	2	2,753	5	3,304	6	551	1
B. Major Medical	4												
C. Dental	5	19,158	93	1,442	7	412	2	1,030	5	1,236	6	206	1
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	4,240	93	319	7	91	2	228	5	273	6	399	1
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	10,044	93	756	7	216	2	540	5	648	6	108	1
WORKMEN'S COMPENSATION	13	7,147	93	600	7	143	2	421	5	738	6	121	1
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	158,281		12,556		3,289		8,886		16,496		3,465	

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

Monterey Peninsula College 66100 Code No.

Monterey Peninsula Community College District 66100 Code No.

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	1 (#)	2 $	2 (#)	3 $	3 (#)	4 $	4 (#)	5 $	5 (#)	6 $	6 (#)	7 $	7 (#)
1	10,180	(2)			10,960	(1)	11,740	(1)					12,520	
2	10,790	(2)			11,570	(3)	12,350	(1)					13,130	
3	11,400	(2)			12,180	(4)	12,960	(4)					13,740	(3)
4	12,010				12,790	(5)	13,570	(5)					14,350	(3)
5	12,620	(2)			13,400	(9)	14,180	(5)					14,960	(1)
6	13,230				14,010	(7)	14,790	(7)					15,570	(4)
7	13,840	(1)			14,620	(5)	15,400	(8)					16,180	(7)
8					15,230	(5)	16,010	(11)					16,790	(12)
9					15,840	(8)	16,620	(4)					17,400	(6)
10							17,230	(6)					18,010	(3
11							17,840	(17)					18,620	(8
12	14,450	(1)											19,230	(12
13													19,840	(53
14					16,450	(4)								
15														
16							18,450	(6)						
17														
18													20,450	(45
19														
20														

Degrees	BA I	BA	BA	MA II	BA III	MA ✓ MA		MA	BA	MA	MA IV	Earned Doctorate
Other Creden-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $ -

Assoc. Professorship $ -

Earned Doctorate $ -

OTHER:

. . . . $

. . . . $

. . . . $

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

(See reverse for column headings)

*Variations may be listed on reverse.

Mt. San Antonio College 1954759
Code No.

Mt. San Antonio Community College District 1954759

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999	2		3					
5	22,000 - 23,999	2	1	6	1	2			
6	20,000 - 21,999	36	8	2	1	1	1		
7	19,000 - 19,999	40	14				1		
8	18,000 - 18,999	11	4	1	1		1		1
9	17,000 - 17,999	22	9					1	
10	16,000 - 16,999	20	7			2			
11	15,000 - 15,999	14	12	1					
12	14,000 - 14,999	17	7						
13	13,000 - 13,999	8	8						1
14	12,000 - 12,999	12	2						
15	11,000 - 11,999	3	3						
16	10,000 - 10,999	1	2						1
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	188	77	13	3	5	3	1	3
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	3,320,382	1,282,806	289,904	60,806	102,286	59,068	17,640	42,078
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,662	16,660	22,300	20,269	20,457	19,689	17,640	14,026
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Mt. San Antonio College 1954759
Code No.

Mt. San Antonio Community College District 1954759
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4												
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13												
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15	205,985	265	12,437	16	6,218	8	3,109	4	17,878	23		
(See remarks below)	16												
TOTALS (see instructions for line 17)	17	205,985	265	12,437	16	6,218	8	3,109	4	17,878	23		

REMARKS:

A package plan of $777.30 per year is available to each employee. The employee may select among the following benefits for the use of this amount:

(1) Hospitalization
(2) Guaranteed income protection
(3) Group life insurance
(4) Annuity programs

Mt. San Antonio College 1954759 Code No.

Mt. San Antonio Community College District 1954759 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

BEST COPY AVAILABLE

MT. SAN JACINTO COLLEGE
CERTIFICATED SALARY SCHEDULE
Two Semester 1973-74
(Revised)

	I	II	III	IV	V	VI
1.	9,991	10,601	11,210	11,820	12,429	13,038
2.	10,449	11,059	11,668	12,278	12,887	13,496
3.	10,907	11,517	12,126	12,736	13,345	13,954
4.	11,365	11,975	12,584	13,194	13,803	14,412
5.	11,823	12,433	13,042	13,652	14,261	14,870
6.	12,281	12,891	13,500	14,110	14,719	15,328
7.	12,739	13,349	13,958	14,568	15,177	15,786
8.	13,197	13,807	14,416	15,026	15,635	16,244
9.	13,655	14,265	14,874	15,484	16,093	16,702
10.	14,113	14,723	15,332	15,942	16,551	17,160
11.		15,181	15,790	16,400	17,009	17,618
12.		15,639	16,248	16,858	17,467	18,076
13.			16,706	17,316	17,925	18,534
14.			17,164	17,774	18,383	18,992

Definition of Classes:

Class I	MA and credential, or encumbered SDS credential or Class "A" Vocational Credential.
Class II	MA + 12 semester units and credential or an unencumbered SDS credential, or an uncumbered SDS credential and BA, or 60 semester units including the unencumbered Class "A" credential.
Class III	MA + 24 semester units and credential, or 120 semester units including the unencumbered SDS or Class "A" credential.
Class IV	MA + 36 semester units and credential.
Class V	MA + 48 semester units and credential.
Class VI	Earned doctorate and credential.

Maximum of five years teaching experience will be allowed for entry into this schedule.

If three years or more of work experience in an occupation are required for the Vocational Credential requested by this College, then three years of such experience will be accepted for initial placement on this schedule and in addition, teaching experience will be credited up to five years.

Only units earned at an accredited college or university will be accepted and applied toward salary increments. Unless the Superintendent approves of an exception, all units credited to an instructor's salary increment must lead toward and fulfill the requirements of an advanced degree in the field in which the instructor is assigned to teach.

Full time instructors may have credited for salary schedule advances, a maximum of 12 units per year, including not more than three units earned during each Spring and each Fall semester.

HOURLY RATES

	Year	Per Hour
Up to 6 hours per week	1	$ 9.48
	2	10.16
	3	10.84
7 to 15 hours per week	1	8.75
	2	9.04
	3	9.32
Over 15 hours per week	1	8.13
	2	8.41
	3	8.69

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	3	0						
7	19,000 - 19,999	0	1						
8	18,000 - 18,999	3	0						
9	17,000 - 17,999	1	2						
10	16,000 - 16,999	4	0						
11	15,000 - 15,999	5	2						
12	14,000 - 14,999	4	2						
13	13,000 - 13,999	5	0						
14	12,000 - 12,999	5	0						
15	11,000 - 11,999	0	0						
16	10,000 - 10,999	2	0						
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	32	7						
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	488,263	113,613						
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	15,258	16,230						
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	0	0						

Mt. San Jacinto College 67132
Code No.

College District
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	28,890	39							5,794	5		
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	13,216	38							1,739	5		
C. Dental	5	3,428	38							451	5		
D. Other (Specify)	6	1,619	38							213	5		
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	3,611	39							724	5		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	50,764								8,921	5		

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

Mt. San Jacinto College 67132 Code No.

Mt. San Jacinto College District 67132 Code No.

NAPA COMMUNITY COLLEGE DISTRICT

Certificated Salary Schedule

1973-74

Step	Amount	
1	$ 9,420	
2	10,104	(2)
3	10,788	(1)
4	11,472	(2)
5	12,156	(3)
6	12,840	(1)
7	13,524	(1)
8	14,208	(5)
9	14,892	(4)
10	15,576	(8)
11	16,260	(10)
12	16,944	(6)
13	17,628	(37)

Extended Day 1973-74 and Summer Session 1974 . . . . $9.50/Hour

Adult Classes $8.55/Hour

8/15/73

BEST COPY AVAILABLE

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999								
9	17,000 - 17,999	30	7				1		
10	16,000 - 16,999	11	4						1
11	15,000 - 15,999	5	3				1		
12	14,000 - 14,999	3	6						
13	13,000 - 13,999		1						
14	12,000 - 12,999	2	2	1	1				
15	11,000 - 11,999		2						
16	10,000 - 10,999	2	1		1				
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	53	26	1	2		2		1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	869,996	396,768	12,156	22,944		33,204		16,944
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,514	15,260	12,156	11,472		16,602		16,944
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Napa Community College 28-55401

Code No.

Napa College District

Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ej1)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	N/A		N/A		N/A		N/A		N/A		N/A	
B. Not Vested	2	N/A		N/A		N/A		N/A		N/A		N/A	
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	29,801.72	79	573.60	3	566.44	2	712.00	1	3,870.48	7	1,491.36	3
C. Dental	5	16,248.32	79	617.04	3	411.36	2	205.68	1	1,439.76	7	617.04	3
D. Other (Specify) TSA	6	19,860.24	79	975.36	3	646.56	2	-0-	1	77.28	7	333.00	3
~~[illegible]~~ INCOME PROTECTION	7	5,928.12	79	90.00	3	-0-	2	216.00	1	495.60	7	288.60	3
TUITION PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 8)	8	-0-		-0-		-0-		-0-		-0-		-0-	
HOUSING PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 9)	9	-0-		-0-		-0-		-0-		-0-		-0-	
SOCIAL SECURITY TAXES	10	-0-		-0-		-0-		-0-		-0-		-0-	
UNEMPLOYMENT COMPENSATION TAXES	11	-0-		-0-		-0-		-0-		-0-		-0-	
GROUP LIFE INSURANCE	12	5,874.00	79	192.00	3	144.00	2	-0-	1	757.20	7	114.00	3
WORKMEN'S COMPENSATION	13	7,980.61	79	221.13	3	209.18	2	106.74	1	1,040.88	7	410.13	3
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	85,693.01	79	2,669.13		1,977.54	2	1,240.42	1	7,681.20	7	3,254.13	3

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

Napa Community College College 28-55401 Code No.

Napa College District Code No.

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

EFFECTIVE SEPTEMBER 1, 1973

STEPS	CLASSES 1	2	3	4	5	6	7	
	$ (-) (#)	$ (-) (#)	$(2) (#)	$ (1) (#)	$ (-) (#)	$ (-) (#)	(1)	(-)
1	9,376	9,962	10,548	11,134	11,720	12,306	12,892	DOCT.
	(2)	(-)	(-)	(1)	(-)	(-)	(1)	INADD
2	9,962	10,548	11,134	11,720	12,306	12,892	13,478	TO COL
	(2)	(-)	(1)	(2)	(3)	(-)	(2)	(-)
3	10,548	11,134	11,720	12,306	12,892	13,478	14,064	
	(-)	(1)	(1)	(1)	(1)	(1)	(+1)	(1)
4	11,134	11,720	12,306	12,892	13,478	14,064	14,650	
	(-)	(-)	(1)	(1)	(4)	(1+1)	(1)	(-)
5	11,720	12,306	12,892	13,478	14,064	14,650	15,236	
	(2)	(-)	(-)	(1)	(-)	(2)	(2+1)	(1)
6	12,306	12,892	13,478	14,064	14,650	15,236	15,822	
	(-)	(1)	(-)	(2)	(2)	(2)	(2)	(-)
7	12,892	13,478	14,064	14,650	15,236	15,822	16,408	
	(-)	(-)	(2)	(2)	(3)	(5)	(3)	(1)
8	13,478	14,064	14,650	15,236	15,822	16,408	16,994	
	(5)	(-)	(-)	(7+1)	(4+2)	(2)	(7)	(1)
9	14,064	14,650	15,236	15,822	16,408	16,994	17,580	
		(-)	(3+1)	(-)	(6)	(4)	(6)	(5)
10		15,236	15,822	16,408	16,994	17,580	18,166	
		(3)	(-)	(1)	(3)	(4+1)	(8+1)	(1)
11		15,822	16,408	16,994	17,580	18,166	18,752	
			(13)	(13+2)	(20+2)	(37+5)	(156+19)	(27+8)
12			16,994	17,580	18,166	18,752	19,338	
13								
14								
15								
16								
17								
18								
19								
20								

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.	or XXXXX FULL Voc.		or Full Voc. + 14		Plus Initial Voc+28		Plus + Full Voc. BA		OC +BA +MA	Voc + MA	
Plus * Add'l Units	SEE OVER	28 or more XXXX	XXXX	0-13	XXXX	XX14-27 or XXXX		or 28-41 XXXX	XXXX or over XXXX	42-55 XXXXX	XXXX 56 or ov XXXXX	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $ NA

Assoc. Professorship $ NA

Earned Doctorate $ 774 above Class 7 Placement (see over) x 37

OTHER:

. . . . $

. . . . $ 28,638

. . . . x 8 . . . . $ 6,192

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

COMPOSITE-DISTRICT College ______ Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus Distri

North Orange County Community College District 30-6660
Code No.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

1	Teachers Men 2	Teachers Women 3	Counselors Men 4	Counselors Women 5	Librarians Men 6	Librarians Women 7	Other Certificated Men 8	Other Certificated Women 9
1 30,000 and above								
2 28,000 - 29,999								
3 26,000 - 27,999								
4 24,000 - 25,999								
5 22,000 - 23,999		3	10	1				
6 20,000 - 21,999	27	12	6	5	1			2
7 19,000 - 19,999	117	31	3		3	1		
8 18,000 - 18,999	70	8	1	1		2		1
9 17,000 - 17,999	14	14		1				
10 16,000 - 16,999	24	15	2	1				
11 15,000 - 15,999	14	10				2		
12 14,000 - 14,999	9	5						
13 13,000 - 13,999	3	2						
14 12,000 - 12,999	9	7						
15 11,000 - 11,999	3	1						
16 10,000 - 10,999	1	1						
17 9,500 - 9,999	1	1						
18 9,000 - 9,499								
19 8,500 - 8,999		1						
20 8,000 - 8,499								
21 7,500 - 7,999								
22 7,000 - 7,499								
23 6,500 - 6,999								
24 6,000 - 6,499								
25 Below 6,000								
26 TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	292	111	22	9	4	5		3
27 TOTAL SALARY OUTLAY (Nearest whole dollar)	5,315,447	1,938,707	460,058	178,760	79,286	88,546		58,583
28 MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	18,203	17,465	20,911	19,862	19,821	17,709		19,527
29 NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	-	-	-	-	-	-		-

NOTE: Contract salaries listed herein include extra compensation for additonal time beyond the normal two-semester period.

COMPOSITE-DISTRICT College ______ Code No.

North Orange County Community College District 30-66605 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

OCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL.

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical &Hosp)	3	122,431)	403	9,418)	31	2,795)	9	911)	3	13,670)	36		
B. Major Medical }	4	}		}		}		}		}			
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	*		*		*		*		*			
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8											NOT INCLUDED IN THIS SURVEY. SEE NOTE ON PAGE 1.	
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	*		*		*		*		*			
WORKMEN'S COMPENSATION	13	36,996	403	3,258	31	856	9	299	3	5,664	36		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
NOTE: OTHER BENEFITS SEE BELOW	16	545,501	403	41,961	31	12,182	9	4,061	3	60,912	36		
TOTALS (see instructions for line 17)	17	704,928	403	54,637	31	15,773	9	5,271	3	80,246	36		

REMARKS:

*NOTE: District pays a "fringe benefit" of $1,353.60 per employee in addition to $303.80 for hospitalization, surgical and major medical. Each employee may choose how the $1,353.60 is to be applied within limits of the approved options noted on back of this page.

COMPOSITE-DISTRICT College ______ Code No.

North Orange County Community College District 30-66605 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $ (#)	2 $ (#)	3 $ (#)	4 $ (#)	5 $ (#)	6 $ (#)	7 $ (#)
1	9,225	9,765	10,345	11,005			
2	9,765	10,305	10,885	11,545			
3	10,305	10,845	11,425	12,085			
4	10,845	11,385	11,965 (1)	12,625 (1)			
5	11,385	11,925	12,505	13,165			
6	11,925	12,465	13,045	13,705			
7	12,465	13,005	13,585	14,245			
8	13,005	13,545 (1)	14,125 (2)	14,785 (1)			
9	13,545	14,085 (1)	14,665 (1)	15,325 (2)			
10	14,085	14,625 (1)	15,205 (1)	15,865 (1)			
11		15,165	15,745	16,405 (2)			
12		15,705 (2)	16,285	16,945 (2)			
13		16,245	16,825	17,485 (5)			
14		16,785 (4)	17,365 (5)	18,025 (15)			
15							
16							
17							
18							
19							
20							

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.	or ~~Initial~~ Voc.	+BA	or Full Voc. +48	+BA +72	Plus ~~Initial~~ Full Voc.		Plus Full Voc.				
Plus * Add'l Units	24-35	36-47	48-71		72	or		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $ n/a

Assoc. Professorship $ n/a

Earned Doctorate $ 750.00

OTHER:

. . . . $

. . . . $

. . . . $

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

MiraCosta College 37-5-5097
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Oceanside-Carlsbad Community College District 68247

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above							1	
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999							2	
5	22,000 - 23,999							3	
6	20,000 - 21,999	1							
7	19,000 - 19,999		1			1		1	
8	18,000 - 18,999	17	1						
9	17,000 - 17,999	4	3						
10	16,000 - 16,999	5	1						
11	15,000 - 15,999	2	3	1					
12	14,000 - 14,999	5	1						
13	13,000 - 13,999		1						
14	12,000 - 12,999		1						
15	11,000 - 11,999		1	1					
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	34	13	2		1		7	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	904,018	206,947	26,455		19,038		166,669	
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	23,647	15,919	13,227		-		23,809	
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

MiraCosta College 37-5-5097 Code No.

Oceanside-Carlsbad Community College District 68247 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	31,466	47	1,058	2	762	1	764	1	5,448	6	1,667	1
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	5,128	46	223	2	111	1	111	1	669	6	111	1
B. Major Medical	4	5,386	47	229	2	115	1	115	1	688	6	115	1
C. Dental	5												
D. Other (Specify) Dependent Health	6	9,720	41	480	2	240	1	240	1	1,440	6	240	1
GUARANTEED DISABILITY INCOME PROTECTION	7	5,995	46	206	2	148	1	149	1	1,020	6	176	1
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											632	1
UNEMPLOYMENT COMPENSATION TAXES	11											113	1
GROUP LIFE INSURANCE	12	1,650	47	62	2	31	1	31	1	185	6	23	1
WORKMEN'S COMPENSATION	13	3,619	47	122	2	88	1	88	1	627	6	104	1
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	62,964	47	2,380	2	1,495	1	1,498	1	10,077	6	3,181	1

REMARKS:

MiraCosta College 37-5-5097
Code No.

Oceanside-Carlsbad Community College District 68247
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

	CLASSES													
STEPS	1 A $	(#)	2 B $	(#)	3 C $	(#)	4 $	(#)	5 D $	(#)	6 E $	(#)	7 E+ $	(#)
1	9,402		9,990		10,578				11,166		11,754		12,254	
2	9,990		10,578	(1)	11,166	(1)			11,754		12,342	(1)	12,842	
3	10,578		11,166	(2)	11,754				12,342	(2)	12,930		13,430	
4	11,166		11,754		12,342	(3)			12,930	(1)	13,518	(1)	14,018	(1)
5	11,754		12,342		12,930	(1)			13,518	(2)	14,106		14,606	
6	12,342	(1)	12,930		13,518	(2)			14,106	(4)	14,694	(3)	15,194	(2)
7	12,930		13,518	(3)	14,106	(1)			14,694	(3)	15,282	(7)	15,782	(1)
8	13,518		14,106	(3)	14,694	(1)			15,282	(3)	15,869	(11)	16,369	(1)
9	14,106		14,694	(1)	15,282	(2)			15,869	(2)	16,456	(5)	16,956	
10	14,694		15,282		15,869				16,456		17,043	(3)	17,543	
11			15,869	(1)	16,456				17,043	(3)	17,630	(3)	18,130	(1)
12			16,456		17,043	(2)			17,630	(2)	18,217	(6)	18,717	(1)
13			17,043		17,630	(2)			18,217	(10)	18,804	(17)	19,304	(1)
14														
15														
16														
17			17,630	(1)	18,217	(1)			18,804		18,391	(9)	19,891	(4)
18														
19														
21			18,217		18,804				19,391	(1)	19,978	(3)	20,478	(3

Degrees	BA 1	BA 12	BA	MA 16	BA	MA		MA 33	BA	MA 69	MA	Earned Doctor 1
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $ 0

Assoc. Professorship $ 0

Earned Doctorate $ 0

OTHER:

. . . . $ 0

. . . . $ 0

. . . . $ 0

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo

In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Palomar College 375.54

Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Palomar Community College District

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	6	2	2	1				
7	19,000 - 19,999	18	2						
8	18,000 - 18,999	24	5	1	1				
9	17,000 - 17,999	9	2						
10	16,000 - 16,999	7	3	1					
11	15,000 - 15,999	12	10			1			
12	14,000 - 14,999	10	4	1			1		
13	13,000 - 13,999	5	3						
14	12,000 - 12,999	4	3						
15	11,000 - 11,999	2	3						
16	10,000 - 10,999		1						
17	9,500 - 9,999								
18	9,000 - 9,499	1	1						
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - (,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	98	39	5	2	1	1		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,463,032	596,997	91,016	40,722	15,282	14,106		
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	15,042	15,307	18,203	20,361	15,282	14,106		
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	0	0	0	0	0	0		

Palomar College 37-5-5428
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

Palomar Community College District
Code No.

CCAF-106 (Rev. 7/73 ...)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	164.802	137	10,540	7	2,351	2		0	37,299	21	1,472	2
B. Not Vested	2	0		0		0			0	0		0	
HEALTH PLANS A. Basic Medical	3	63,294	137	3,234	7	924	2		0	9,702	21	924	2
B. Major Medical	4	included		~		~				~		~	
C. Dental	5	11,097	137	567	7	162	2			1,701	21	162	2
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	12089	137	618	7	177	2			1,854	21	176	2
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											1,840	2
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	12.604	137	644	7	184	2			1,932	21	184	2
WORKMEN'S COMPENSATION	13												
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	263,886	137	15,603	7	3,798	2		0	52,488	21	4,758	2

REMARKS:

Palomar College 37-5-5428
Code No.

Palomar Community College District
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

	CLASSES													
STEPS	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1	7632	(1)												
2	7975	(3)												
3	8334	(2)												
4	8709	(1)												
5	9101													
6	9511	(3)												
7	9939	(4)												
8	10386	(2)												
9	10853	(1)												
10	11341	(1)												
11	11851													
12	12384	(2)												
13														
14														
15														
16														
17														
18														
19														
20														

Degrees	BA 20	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

Credit beyond B.A. @ . . . . $ 34.

M.A. 650.

. . . . $________

Doctorate . . . . $ 500.

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Palo Verde College ________
Code No.

*Variations may be listed on reverse.

Palo Verde Community College District ________

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 or above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999							1	
7	19,000 - 19,999								
8	18,000 - 18,999	1					1		
9	17,000 - 17,999	1							
10	16,000 - 16,999								
11	15,000 - 15,999	2	1	1					
12	14,000 - 14,999	3	2						
13	13,000 - 13,999	1							
14	12,000 - 12,999	2							
15	11,000 - 11,999	2							
16	10,000 - 10,999		1						
17	9,500 - 9,999						1		
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	12	4	1	0	0	2	1	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	172314	54878	15248	0	0	28227	20480	
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	14360	13720	15248	0	0	14114	20480	
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	0	0	0	0	0	0	0	0

Palo Verde College ____________
Code No.

Palo Verde Community College District ____________
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	7,687	16	559	1	941	2	751	1	2,391	3	0	0
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4												
C. Dental	5												
D. Other (Specify) Combination	6	13,627	16	852	1	1,703	2	852	1	2,555	3	0	0
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	986	16	72	1	121	2	96	1	306	3	0	0
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17												

REMARKS:

Palo Verde College ____ Code No.

Palo Verde Community College District ____ Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

BEST COPY AVAILABLE

PASADENA CITY COLLEGE ---- CCAF-196 TEACHING SALARY SCHEDULE (PAGE 5) 11/16/73 CCRP02

XXXXXX = # OF EMPLOYEES AT THIS CLASS AND STEP

XX,XXX.XX = ANNUAL SALARY (10 MONTH)

	A	B	C	D	E	PHD	TOTAL
1							
2		1 9,952.30					1
3		2 10,601.40			1 12,548.60		3
4		1 11,250.50	1 11,899.50	1 12,548.60	1 13,197.70		4
5		7 11,899.50		1 13,197.70	2 13,846.70		10
6	1 11,899.50	1 12,548.60		1 13,846.70	3 14,495.80		6
7	2 12,548.60	5 13,197.70	3 13,846.70	5 14,495.80	4 15,144.90	1 16,443.00	20
8	1 13,197.70	1 13,846.70	4 14,495.80	2 15,144.90	5 15,793.90	1 17,092.00	14
9	1 13,846.70	2 14,495.80	3 15,144.90	3 15,793.90	3 16,443.00	3 17,741.10	15
10		1 15,144.90	2 15,793.90	5 16,443.00	6 17,092.00	3 18,390.20	17
11		3 15,144.90	4 16,443.00	5 17,092.00	5 17,741.10	1 19,039.20	18
12		6 15,144.90	5 16,443.00	2 17,092.00	14 18,390.20	3 19,688.30	30
13			1 16,443.00	2 17,092.00	6 18,390.20	2 19,688.30	11
14				2 17,092.00	9 18,390.20	2 19,688.30	13
15			2 17,092.00	2 17,741.10	4 19,039.20	1 20,337.40	9
16		1 15,793.90	2 17,092.00		11 19,039.20	3 20,337.40	17
17					8 19,039.20	1 20,337.40	9
18	2 15,793.90	7 16,443.00	5 17,741.10	8 18,390.20	74 19,688.30	15 20,986.40	111
TT	7	38	32	39	156	36	308

PERALTA COMMUNITY COLLEGE DISTRICT
Office of the Chancellor

Administrative Bulletin

INSTRUCTORS' SALARY SCHEDULE 1973/74*

July 1, 1973

	A*	B	C	D	E
1	$ 9,816	$10,569	$11,323	$12,091	$12,845
2	10,412	11,166	11,935	12,688	13,442
3	11,024	11,778	12,531	13,272	14,041
4	11,622	12,376	13,130	13,884	14,652
5	12,219	12,973	13,742	14,496	15,249
6	12,830	13,585	14,339	15,092	15,846
7	13,428	14,183	14,936	15,690	16,458
8	14,026	14,780	15,548	16,302	17,055
9	14,638	15,391	16,145	16,899	17,653
10	15,234	15,988	16,742	17,497	18,264
11			17,341	18,109	18,863
12				18,706	19,459

Approved at Board Meeting of August 6, 1973, effective July 1, 1973.

***See Page 2**

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 Doctorate $	(#)
1	10,115	1	10,983	2	11,555	0	12,127	0	12,699	0	13,271	3	13,871	0
2	10,652	1	11,520	0	12,092	1	12,664	1	13,236	0	13,808	0	14,408	1
3	11,189	3	12,057	4	12,629	1	13,201	1	13,773	2	14,345	0	14,945	1
4	11,726	2	12,594	0	13,166	3	13,738	3	14,310	0	14,882	1	15,482	0
5	12,263	3	13,131	2	13,703	5	14,275	2	14,847	2	15,419	0	16,019	0
6	12,800	1	13,668	2	14,240	1	14,812	0	15,384	0	15,956	0	16,556	0
7	13,337	1	14,205	1	14,777	2	15,349	2	15,921	2	16,493	2	17,093	0
8	13,874	0	14,742	1	15,314	2	15,886	0	16,485	1	17,030	2	17,630	0
9	14,411	1	15,279	1	15,851	1	16,423	1	16,995	4	17,567	5	18,167	0
10	14,948	4	15,816	0	16,388	2	16,960	0	17,532	2	18,104	5	18,704	0
11			16,353	1	16,925	1	17,497	0	18,069	1	18,641	1	19,241	1
12			16,890	7	17,462	1	18,034	4	18,606	2	19,178	5	19,778	2
13							18,571	11	19,143	7	19,715	13	20,315	4
(16) ~~14~~ A											20,180	11	20,780	1
(19) ~~15~~ B											20,644	0	21,244	0
(22) ~~16~~ C											21,108	0	21,708	0
17														
18														
19														
20														
Degrees	BA	Voc Cred	BA +45	MA	BA +49 w/MA	MA +15	BA +64 w/MA	MA +30	BA + 79w/ MA	MA +45	BA +94 w/MA	MA +60	MA	Earned Doctorate
Other Creden-	or Initial Voc.		or Initial Voc.			or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus Add'l Units			15-29		30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Santa Ana College 30 666 88
Code No.

*Variations may be listed on reverse.

Rancho Santiago Community College District 30-56090

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999	1							
6	20,000 - 21,999	15	2						
7	19,000 - 19,999	25	3						
8	18,000 - 18,999	18	5	1		1			1
9	17,000 - 17,999	10	4						
10	16,000 - 16,999	12	5				1		
11	15,000 - 15,999	6	6						
12	14,000 - 14,999	4	6	1		1	1		
13	13,000 - 13,999	12	10		2				
14	12,000 - 12,999	7	5						
15	11,000 - 11,999	1	3						
16	10,000 - 10,999	3	1					1	
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	114	50	2	2	2	2	1	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,958,044	767,135	34060	26262	34025	30628	10115	18034
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,176	15,343	17,030	13,131	17,012	15,314	10115	18034
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Santa Ana College 30 666 88
Code No.

Rancho Santiago Community College District 30-56090
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

BEST COPY AVAILABLE

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	201,663	164	4,464	4	4,784	4	2,083	2	53,979	29	--	0
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	47,724	164	1,164	4	1,164	4	582	2	8,439	29		
C. Dental	5	9,184	164	224	4	224	4	112	2	1,624	29		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 5)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	20,166	164	446	4	478	4	208	2	5,398	29		
TRAVEL ALLOWANCE	14	10¢ mi		10¢ mi		10¢ mi		10¢ mi		10¢ mi			
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	278,737	164	6,298	4	6,650	4	2,985	2	69,440	29		0

REMARKS:

Santa Ana College 30-666-88
Code No.

Rancho Santiago Community College District 30-56090
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	C L A S S E S													
	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1	8802						9506		9802		10298			
2	9330	(1)					10122		10562		11003			
3	9858						10738		11226		11707			
4	10386						11355	(2)	11883	(2)	12411	(2)		
5	10914	(2)					11971		12542	(1)	13115	(1)	+500	(1)
6	11443	(1)					12587		13203	(1)	13819			
7	11971	(1)					13203		13863	(3)	14523	(2)		
8	12499						13819	(3)	14523	(2)	15227	(4)		
9	13027						14435	(1)	15183	(1)	15923	(5)		
10	13555	(1)					15051	(1)	15844	(1)	16636	(2)		
11	14083	(1)					15668	(1)	16504		17340	(1)		
12	14611	(1)					16284	(9)	17164	(2)	18044	(25)	+500	(8)
13														
14														
15														
16														
17														
18														
19														
20														

Degrees	BA	BA	BA	MA	XX	MA		MA +20	BA	MA +40	MA	Earned Doctorat
Other Creden-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $ 500.00

OTHER:

. . . . $________

. . . . $________

. . . . $________

No :

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

College of the Redwoods College 12-5-1404
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

________ College District ________

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

1		Teachers Men 2	Teachers Women 3	Counselors Men 4	Counselors Women 5	Librarians Men 6	Librarians Women 7	Other Certificated Men 8	Other Certificated Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	23	2	1					
9	17,000 - 17,999	2	1						
10	16,000 - 16,999	7	4						
11	15,000 - 15,999	11	1				1		
12	14,000 - 14,999	6	1						
13	13,000 - 13,999	6	3		1				
14	12,000 - 12,999	2				1			
15	11,000 - 11,999	4	2						
16	10,000 - 10,999	1	1						
17	9,500 - 9,999								
18	9,000 - 9,499				1				
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	62	15	1	2	1	1		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	987,960	236,702	18,044	22,945	12,542	15,227		
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	15,935	15,780	18,044	11,473	12,542	15,227		
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

College of the Redwoods College Code No. 12-5-1404

Redwoods Junior College College District Code No. 12-5-1404

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

BEST COPY AVAILABLE TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	30,472.20	79	1012.08	3	888/24	2			7,841/16	21		
B. Major Medical	4												
C. Dental	5	7,489.20	79	284.40	3	189.60	2			1,990.80	21		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	7,474.08	79	245.52	3	163.68	2			2486.16	21		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17												

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

College of the Redwoods College 12-5-1404
Code No.

Redwoods Junior College College District 12-5-1404
Code No.

RIO HONDO COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE - 1973-74

Board 8-2-72; Revised 7-3-73

	I	II	III	IV	V
Step	B.A. + 30	M.A.	B.A. + 60 Inc. M.A.	B.A. + 80 Inc. M.A.	Earned Doctorate
1	$ 9,765	$10,342	$10,920	$11,497	$12,075
2	10,290	10,867	11,445	12,022	12,600
3	10,815	11,392	11,970	12,547	13,125
4	11,340	11,917	12,495	13,072	13,650
5	11,865	12,442	13,020	13,597	14,175
6	12,390	12,967	13,545	14,122	14,700
7	12,915	13,492	14,070	14,647	15,225
8	13,440	14,017	14,595	15,172	15,750
9	13,965	14,542	15,120	15,697	16,275
10	14,490	15,067	15,645	16,222	16,800
11	15,015	15,592	16,170	16,747	17,325
12		16,117	16,695	17,272	17,850
13			17,220	17,797	18,375
14				18,322	18,900

Degrees from accredited institutions and a valid California teaching credential are assumed.

For less than B.A. + 30 units, use Column I minus $577.

In addition to the above, the District shall pay for fringe benefits (Ed. Code 20806) to all full-time regular employees and pro-rated to all employees working half-time or more.

It shall be the policy of the District to establish certificated salary schedules on an annual basis. Certificated and classified salaries shall be acted upon annually.

This schedule becomes effective July 3, 1973, for all certificated employees, subject to funding from Senate Bill 6.

BEST COPY AVAILABLE

RIVERSIDE JUNIOR COLLEGE DISTRICT

Faculty Salary Schedule
Effective - July 1, 1973

	A	B	C	D	E	F	G
	AB	AB + 30*	MA	MA + 15	MA + 30	MA + 45	MA + 60
1.	$ 9,486	$10,167	$10,848	$11,529	$12,210	$12,891	$13,572
2.	10,025	10,707	11,387	12,069	12,750	13,430	14,112
3.	10,564	11,246	11,926	12,608	13,288	13,969	14,650
4.	11,104	11,785	12,466	13,147	13,828	14,508	15,19[illegible]
5.	11,642	12,324	13,004	13,686	14,366	15,047	15,728
6.	12,182	12,864	13,544	14,224	14,906	15,586	16,268
7.	12,720	13,402	14,083	14,763	15,445	16,125	16,807
8.	13,260	13,942	14,622	15,303	15,984	16,665	17,346
9.	13,799	14,479	15,161	15,841	16,523	17,203	17,885
10.		15,019	15,700	16,381	17,062	17,743	18,424
11.			16,239	16,919	17,601	18,281	18,963
12.					18,141	18,821	19,502
13.						19,360	20,040

An earned doctorate shall be paid $500 beyond step placement in Column G.

All AB degrees, MA degrees, and Doctor's degrees must be earned from an institution accredited by the State of California Department of Education.

*or AB plus regular teaching credential

Approved by the Board of Trustees October 16, 1973.

PART V

SADDLEBACK COMMUNITY COLLEGE DISTRICT

BEST COPY AVAILABLE

CERTIFICATED SALARY SCHEDULE

1973-74

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	$ 9,475	$ 10,175(1)	$ 10,900	$ 11,600	$ 12,300
2	9,975	10,675	11,400	12,100	12,800
3	10,450	11,150	11,875(1)	12,575	13,275
4	10,900	11,600	12,300	13,025	13,750
5	11,400	12,100	12,800(1)	13,525	14,225(1)
6	11,875	12,575(1)	13,275(1)	14,025	14,725(1)
7	12,300	13,025	13,750	14,475(2)	15,175
8	12,800	13,525	14,225	14,925(1)	15,650(1)
9	13,275 (1)	14,025	14,725	15,425	16,150(5)
10	13,750 (1)	14,475	15,150	15,875(3)	16,600
11		14,925 (1)	15,650	16,350(1)	17,075(3)
12		15,425	16,150(1)	16,850(1)	17,550(3)
13		15,875	16,600(1)	17,300(1)	18,000(5)
14		16,350	17,075(1)	17,800(1)	18,500(4)
15		16,850 (2)	17,550	18,275(2)	18,975(5)
16			18,000	18,725	19,425(3)
17			18,500	19,225	19,925(3)
18			18,975	19,700	20,400(3)
19			19,425	20,150(2)	20,875(3)
20			19,925	20,625	21,350(2)
21				21,100	21,850
22				21,575	22,275(1)
23				22,050	22,750
24				22,550	23,250(1)
25				23,000	23,700
26					24,175 *
27					24,675 *
28					25,125 *
29					25,625 *
30					26,100 *(1)

---

*Must have Ph.D. or Ed.D.

NOTE: The number of instructors at each step is shown in parentheses after the schedule salary at that step.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above							1	
2	28,000 - 29,999								
3	26,000 - 27,999	1							
4	24,000 - 25,999							3	
5	22,000 - 23,999	2		1			1	1	
6	20,000 - 21,999	10	1	1	1				
7	19,000 - 19,999	5	1					1	
8	18,000 - 18,999	13	1	2					
9	17,000 - 17,999	9	3	1			1		
10	16,000 - 16,999	7	3			1			
11	15,000 - 15,999	4					1		
12	14,000 - 14,999	2	2						
13	13,000 - 13,999	1	2						
14	12,000 - 12,999		1						
15	11,000 - 11,999	1	1				1		
16	10,000 - 10,999		1						
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	55	16	5	1	1	4	6	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	$1,018,075	249,750	100,182	21,918	16,196	67,172	153,467	
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	18,510	15,609	20,036	21,918	16,196	13,434	25,578	
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Saddleback College 60-66654
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

Saddleback Community College District 60-66654
Code No.

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4												
C. Dental	5												
D. Other (Specify) A+B+C	6	35,039	71	2,961	6	2,468	5			2,961	6	494	1
GUARANTEED DISABILITY INCOME PROTECTION	7	5,629	71	542	6	370	5			681	6	122	1
TUITION PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11											137	1
GROUP LIFE INSURANCE	12	6,086	71	586	6	400	5			737	6	131	1
WORKMEN'S COMPENSATION	13	7,652	71	732	6	500	5			921	6	164	1
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	54,406	71	4,821	6	3,738	5			5,300	6	1,048	1

REMARKS:

Saddleback College 60-66654 Code No.

Saddleback Community College District 60-66654 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

PART V

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

1973-74 FACULTY SALARY SCHEDULE

(Assigned to classroom teaching 50% or more of time.)

Step	CLASSIFICATIONS I	II	III	IV	V	VI	VII	VIII	DOC
1	9085	9697	10309	10921	11533	12145	12757	13369	13981(1)
2	9575	10187	10799 (1)	11411(2)	12023(1)	12635	13247	13859	14471
3	10065	10677	11289 (1)	11901 (2)	12513	13125	13737(2)	14349	14961(1)
4	10555	11167	11779	12391(5)	13003(1)	13615	14227	14839	15451 (1)
5	11045	11657 (1)	12269	12881	13493	14105 (2)	14717	15329(1)	15941(2
6	11535	12147 (3)	12759	13371(6)	13983	14595	15207(2)	15819	16431
7	12025(2)	12637 (1)	13249	13861(4)	14473	15085 (2)	15697	16309	16921(1)
8	12515(1)	13127	13739 (1)	14351(3)	14963 (2)	15575 (1)	16187(2)	16799(1)	17411 (3
9	13005	13617 (2)	14229(1)	14841(1)	15453 (1)	16065 (2)	16677(3)	17289	17901 (1)
10	13495(2)	14107(1)	14719(1)	15331(1)	15943(3)	16555 (2)	17167(5)	17779(1)	18391 (4)
11	13985(1)	14597(3)	15209	15821(1)	16433(3)	17045	17657 (1)	18269(3)	18881 (2
12	14475	15087(2)	15699 (1)	16311(5)	16923(8)	17535 (6)	18147(6)	18759(4)	19371 4
* 13	14720	15359 (2)	15998(5)	16637(7)	17276(10)	17915(6)	18554(16)	19193(14)	19832(3

* Anniversary Increment attained after spending 3 years on step 12.

OTALS (6) (15) (11) (37) (29) (21) [37] (24) (26

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

	CLASSES													
STEPS	1 H		J 2		JK 3		K 4		KL 5		L 6		LD (Ph.D)	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1	9750	0	10370	1	11000	0	11620	2	12240	0	12860	0	13460	0
2	10120	2	10740	2	11370	1	11990	0	12610	0	13230	0	13830	1
3	10500	1	11120	0	11750	0	12370	0	12990	1	13610	1	14210	1
4	10890	2	11510	1	12140	3	12760	2	13380	1	14000	1	14600	0
5	11290	0	11910	1	12540	3	13160	1	13780	0	14400	1	15000	2
6	11710	0	12330	1	12960	2	13580	1	14200	1	14820	0	15420	0
7	12140	3	12760	2	13390	1	14010	0	14630	1	15250	2	15850	0
8	12590	1	13210	2	13840	2	14460	1	15080	3	15700	4	16300	0
9	13050	1	13670	2	14300	5	14920	2	15540	2	16160	5	16760	0
10	13530	1	14150	3	14780	2	15400	3	16020	2	16640	0	17240	1
11	14030	11	14650	26	15280	4	15900	3	16520	2	17140	5	17740	2
12					15790	16	16410	3	17030	1	17650	13	18250	1
13							16940	23	17560	12	18180	15	18780	4
14											18730	157	19330	23
15														
16														
17														
18														
19														
TOTAL 20		22		41		39		42		26		204		34

Degrees	BA	BA 25	BA	MA 20	BA	MA 25		MA 25	BA	MA 190	MA	Earned Doctorate
Other Creden-tials	or Initial Voc. 22	or Initial XXXXX Voc. 16	19	or Full XXXX Voc.	17	Plus Initial XXXX Voc.	1	Plus Full XXXX Voc.	14			
Plus * Add'l Units		MA XXXX	45 XXXX		60 XXXX	or XXXX	75	or XXXX	90 or over	XXXX	75 or oXXX	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $ 600.00

OTHER:

. . . . $________

. . . . $________

. . . . $________

ndicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. n multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

San Diego Community College Dist. College ________
Code No.

________ College District 73528
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY *

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999					1			
7	19,000 - 19,999	19		4					
8	18,000 - 18,999	154		16		6			1
9	17,000 - 17,999	31		3					
10	16,000 - 16,999	34		1					
11	15,000 - 15,999	39							
12	14,000 - 14,999	51		1					1
13	13,000 - 13,999	14							
14	12,000 - 12,999	17		2					
15	11,000 - 11,999	5							
16	10,000 - 10,999	7		1					
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
	TOTAL NUMBER FULL-TIME SALARIED FACULTY	371 *		28 *		7 *			2
26	(Sum of lines 1 - 25)	263 *	108 *	23*	5*	4*	3*	0*	2*
27	TOTAL SALARY OUTLAY (Nearest whole dollar)								
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)								
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

* Male/Female breakdown is available for total employees only.

San Diego Community Colleges Dist. College ______

Code No.

______ College District 73528

Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical *	3	$470.00		$470.00		$470.00		$470.00		$470.00		$470.00	
B. Major Medical	4												
C. Dental *	5	195.70		195.70		195.70		195.70		195.70		195.70	
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE **	12	36.00		36.00		36.00		36.00		36.00		36.00	
WORKMEN'S COMPENSATION	13												
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	$701.70		$701.70		$701.70		$701.70		$701.70		$701.70	

REMARKS:

* Total full-time staff plus their dependents.
** Total full-time staff only.

San Diego Community Colleges Deal College Code No.

College District 73528 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

Single Salary Schedule

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	Less AB/BS	BA/BS	First Prof.	MA/MS	Earned Doc	TOTAL #
	CLASSES					
Other step - 1						1
11,355 1	1			1		2
11,967 2				2		2
12,579 3	1	2		12		15
13,191 4		1		19	1	21
13,803 5		4		18	4	26
14,415 6	4	4		25	1	34
15,027 7	1	4		37	4	46
15,639 8	3	3		31	1	38
16,251 9	2	2		25	3	32
16,863 10	3	6	2	22	3	36
17,475 11		3		22	6	31
18,087 12	1	4		12	2	19
18,699 13	3	3	1	35	4	46
19,311 14	2	3		23	1	29
19,923 15	1	9	1	76	13	100
TOTAL	23	48	4	360	43	478

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Creden-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $__________

Assoc. Professorship $__________

Earned Doctorate $__________

OTHER:

. . . . $__________

. . . . $__________

. . . . $__________

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

*Variations may be listed on reverse.

City College of San Francisco College ______ Code No.

San Francisco Community College District ______

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999	94	20	11	3		1		
8	18,000 - 18,999	43	16	2		1	1	1	1
9	17,000 - 17,999	25	5	1					
10	16,000 - 16,999	48	17	1			1		2
11	15,000 - 15,999	51	30	2				1	
12	14,000 - 14,999	19	13		1				3
13	13,000 - 13,999	23	21	1				1	
14	12,000 - 12,999	9	4		1	1			
15	11,000 - 11,999	1	1	1			1		
16	10,000 - 10,999								
17	9,500 - 9,999	1							
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	314	127	19	5	2	4	3	6
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	5,384,334	2,062,036	343,653	85,548	31,278	60,108	46,917	93,890
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,146	16,237	18,087	17,110	15,639	15,027	15,639	15,648
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Faculty on leave are not included

City College of San Francisco College ______
Code No.

San Francisco Community College District ______
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. ~~Vested~~ State	1	$275,182	398	$21,313	30	$3,770	6	$1,128	2	$20,991	21		
B. ~~Not Vested~~ Local	2	161,611	74										
HEALTH PLANS A. Basic Medical	3	59,642	472	3,791	30	758	6	253	2	2,653	21		
B. Major Medical	4												
C. Dental	5	101,952	472	6,480	30	1,296	6	432	2	4,536	21		
D. Other (Specify) Prescription Drugs	6	30,208	472	1,920	30	384	6	128	2	1,344	21		
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10	202,703	275	9,582	13	737	1	1,474	2	8,108	11		
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	33,984	472	2,160	30	432	6	144	2	1,512	21		
WORKMEN'S COMPENSATION	13	3,576	472	227	30	45	6	15	2	160	21		
TRAVEL ALLOWANCE	14									1,800	1		
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	$868,858	472	$45,473	30	$7,422	6	$3,574	2	$41,104	21		

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

San Francisco Community College District
Code No.

City College of San Francisco
Code No.

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASS 1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1	9,937	1	10,447		11,015		11,552		12,093		12,627			
2	10,547	1	11,076		11,607		12,142		12,682		13,191			
3	11,155		11,677		12,203	1	12,731		13,271		13,572			
4	11,761		12,279		12,797	1	13,321	1	13,859	3	14,316			
5	12,369	3	12,878		13,392	2	13,911		14,449	1	14,877			
6	13,355		13,478	3	13,986	2	14,499		15,036	3	15,441			
7	13,586		14,079		14,579		15,088	2	15,626	4	16,002			
8	14,193	1	14,679		15,174		15,678	3	16,215	3	16,566			
9	14,801	5	15,279		15,770	1	16,268	1	16,804	7	17,129			
10			15,880	3	16,362	4	16,857		17,392	17	17,691	1		
11					16,958	8	17,447	2	17,982	12	18,254	1		
12							18,035	8	18,570	24	18,816	2		
13									19,159	59	19,378	3		
14											19,940	10		
15														
16														
17														
18	Including Longevity Increment:													
19	15,171		16,277		17,382		18,486		19,638		20,439			
20														

Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorat
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $__________

Assoc. Professorship $__________

Earned Doctorate $__________

OTHER:

. . . . $__________

. . . . $__________

. . . . $__________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

San Joaquin Delta College College 39-68668
Code No.

San Joaquin Delta Jr. College District 68668

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men	Women	Men	Women	Men	Women	Men	Women
	1	2	3	4	5	6	7	8	9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	1		1					
7	19,000 - 19,999	40	20	4	3	1	1		
8	18,000 - 18,999	21	9	7					
9	17,000 - 17,999	24	5	2		1			
10	16,000 - 16,999	17	1						
11	15,000 - 15,999	10	5	1	1		1		
12	14,000 - 14,999	3	3						
13	13,000 - 13,999	10	1						
14	12,000 - 12,999	3	1	2					
15	11,000 - 11,999	1							
16	10,000 - 10,999		1						
17	9,500 - 9,999	1							
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	132	46	17	4	2	2		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	2,297,406	816,969	304,588	73,247	36,551	34,247		
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,405	17,760	17,917	18,312	18,276	17,124		
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

San Joaquin Delta College College 39-68668
Code No.

San Joaquin Delta Junior College District 39-68668
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

BEST COPY AVAILABLE TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	124,575	178	15,113	21	2,832	4	9,830	13	11,198	10	716	5
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	86,230	178	10,173	21	1,938	4	6,298	13	4,844	10	2,422	5
B. Major Medical	4												
C. Dental	5	38,277	178	4,516	21	860	4	2,796	13	2,150	10	1,075	5
D. Other (Specify) Prescriptions	6	13,844	178	1,638	21	312	4	1,014	13	780	10	390	5
GUARANTEED DISABILITY INCOME PROTECTION	7	14,952	178	1,764	21	336	4	1,092	13	840	10	420	5
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10	2,527	4							632	1	2,528	4
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	12,816	178	1,512	21	288	4	936	13	720	10	390	5
WORKMEN'S COMPENSATION	13	18,375	178	6,617	21	406	4	1,450	13	1,792	10	571	5
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
Vision Care	16	16,020	178	1,890	21	360	4	1,170	13	900	10	360	5
TOTALS (see instructions for line 17)	17	327,656	178	43,223	21	7,332	4	24,586	13	23,856	10	8,872	5

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

San Joaquin Delta College College 39-68668
Code No.

San Joaquin Delta Junior College District 39-68668
Code No.

BEST COPY AVAILABLE

SAN JOSE COMMUNITY COLLEGE DISTRICT

Certificated Salary Schedule

1973-74

	Class I	Class II	Class III	Class IV	Class V
Step	A.B. Degree	M.A. Degree or Temporary S.D.S.	A.B. + 45* w/M.A. or Perm. S.D.S.	A.B. + 60* w/M.A. or Perm. S.D.S. +25 *	A.B. + 81* w/M.A. or Perm. S.D.S. + 50* w/A.B.
1	$ 9,475	$10,587	$11,091	$11,595	$12,099
2	9,869	11,048 2	11,566	12,115	12,670
3	10,263	11,509	12,041	12,635	13,241 2
4	10,657	11,970	12,516 4	13,155 1	13,812
5	11,051 1	12,431 2	12,991 1	13,675 2	14,383 2
6	11,445	12,892 3	13,466	14,195 2	14,954 2
7	11,893 1	13,353 1	13,941 4	14,715 5	15,525 3
8	11,893	13,814 1	14,416	15,235 3	16,096 8
9	11,893	14,275	14,891 4	15,755 2	16,667 7
10	11,893	14,736 3	15,366	16,275	17,238 1
11	11,893 1	15,197 1	15,841 2	16,795 2	17,809 6
12	11,893	15,658 1	16,316 2	17,315	18,380 10
13	11,893	16,119 1	16,791 10	17,835 19	18,851 1

A. $500 additional with Doctorate

B. Approved non-academic work to be accepted as credit for salary advancement:
60 hours = 1 unit Limit: 6 units for each class advancement

C. Class headings involving S.D.S. (Standard Designated Subjects Credential) are considered applicable for Class A. Credential.

D. At the time of their employment, new instructors shall be granted a maximum of eights years' credit on a year-for-year basis for previous full-time paid teaching experience in an accredited school.

* Semester Units

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	82	16	5	4	3	1		
9	17,000 - 17,999	13	9	4	-	-	-		
10	16,000 - 16,999	16	11	2	-	1	-		
11	15,000 - 15,999	4	7	-	1	-	-		
12	14,000 - 14,999	10	5	1	1	-	1		
13	13,000 - 13,999	7	3						
14	12,000 - 12,999	5	5						
15	11,000 - 11,999	3	2						
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	140	58	12	7	4	2		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	$2,429,546.0	954,863	212,924	119,657	73,073	33,905		
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,354	16,463	17,744	17,094	18,268	16,953		
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	none							

San Jose City College College 43-69658 Code No.

San Jose Community College College District Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73. eil)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2		191										
HEALTH PLANS A. Basic Medical	3	106,833.96		11,228.76	20	2,635.56	6			56,427.48	12		
B. Major Medical	4												
C. Dental $15 x 12 mo.	5	34,380.00	191	3,600.00	20	1,080.00	6			2,160.00	12		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION 63¢ per 1,000 x 12	7	23,735.00	191	2,412.25	20	627.42	6			1,801.77	12		
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	17,966.40	191	1,876.80	20	566.40	6			2,054.40	12		
WORKMEN'S COMPENSATION	13	14,874.20		1,392.11		392.47				1,850.28			
TRAVEL ALLOWANCE	14									5,520.00	3		
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17												

REMARKS:

San Jose City College College 43-69658 Code No.

SanJose Com. Coll. College District Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-156 (Rev. 7/73, ejl)

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

CUESTA COLLEGE
CERTIFICATED SALARY SCHEDULE
Effective July 1, 1973

	A * B.A.	B * M.A.	C * B.A. + 45 units and M.A.	D * B.A. + 60 units and M.A.	E * B.A. + 80 units and M.A.	F Doctorate
1	9,410	9,964	10,518	11,073	11,628	12,183
2	9,964	10,518	11,073	11,628	12,183	12,737
3	10,518	11,073	11,628	12,183	12,737	13,292
4	11,073	11,628	12,183	12,737	13,292	13,843
5	11,628	12,183	12,737	13,292	13,843	14,399
6	12,183	12,737	13,292	13,843	14,399	14,955
7	12,737	13,292	13,843	14,399	14,955	15,509
8	13,292	13,843	14,399	14,955	15,509	16,064
9	13,843	14,399	14,955	15,509	16,064	16,617
10		14,955	15,509	16,064	16,617	17,172
11		15,509	16,064	16,617	17,172	17,727
12			16,617	17,172	17,727	18,282
13			17,172	17,727	18,282	18,835

* (Please Note:)

RANGE A: B.A. or partial or completed Vocational Credential.
RANGE B: M.A. or completed Vocational Credential and B.A.
RANGE C: B.A. + 45 units and M.A. or completed Vocational Credential and M.A.
RANGE D: B.A. + 60 units and M.A. or completed Vocational Credential + B.A. + 45 units and M.A.
RANGE E: B.A. + 80 units and M.A. or completed Vocational Credential + B.A. + 60 units and M.A.

1. The salary figures in the schedule are annual payments based on 12 equal payments for each contract year.

2. Transfer to the 1973-74 salary schedule from the 1972-73 schedule shall include advancement for (1) annual increment and (2) placement on new or existing academic range.

3. Each degree must be earned from an accredited institution.

The total number of instructors on each Class and step is written above the salary for that step.

San Mateo Community College District 1973-74

SALARY SCHEDULE, CERTIFICATED PERSONNEL
DAY DIVISION

Class	1	2	3	4	5	6	7	8	9
Step	Base Rate	Bachelor's Degree Schedules				Master's Degree Schedules			Ph.D. or Equiv.
		Plus 15 Units	Plus 30 Units	Plus 45 Units	Plus 60 Units	M.A.	With 45 Units	With 60 Units	
1	① $ 9418	① 9744	0 10069	0 10394	0 10720	0 11365	0 11685	② 12005	0 13292
2	② 10064	① 10389	0 10714	0 11039	0 11365	③ 12010	② 12330	① 12650	① 13937
3	① 10709	0 11034	① 11359	① 11685	0 12010	⑥ 12650	① 12970	② 13290	0 14577
4	② 11354	0 11679	0 12005	0 12330	0 12650	⑥ 13295	① 13615	③ 13935	0 15222
5	0 11999	② 12324	0 12650	0 12975	0 13295	⑪ 13940	③ 14260	③ 14580	③ 15867
6	① 12644	② 12970	0 13295	0 13620	0 13940	⑥ 14580	② 14900	⑦ 15220	④ 16507
7	① 13290	0 13615	0 13940	0 14265	0 14585	⑤ 15225	② 15545	⑨ 15865	① 17152
8	③ 13935	① 14260	① 14585	0 14910	0 15225	③ 15870	③ 16190	⑦ 16505	③ 17792
9	③ 14580	0 14905	0 15230	① 15555	0 15870	⑤ 16510	③ 16830	⑯ 17150	① 18437
10	③ 15225	0 15550	0 15875	0 16201	0 16515	0 17155	⑦ 17475	⑰ 17790	③ 19077
11	③ 15870	0 16195	0 16520	0 16846	② 17160	③ 17800	① 18120	⑲ 18435	② 19722
12	⑥ 16515	② 16840	① 17166	① 17491	② 17806	㉚ 18440	⑯ 18765	(62) 19080	⑮ 20367
14*	② 17160	0 17485	① 17811	① 18136	③ 18451	⑰ 19085	⑮ 19410	(103) 19725	㉗ 21012
17**	0 17805	0 18130	0 18456	0 18781	0 19096	0 19730	0 20055	0 20370	0 21657
21**	0 18450	0 18775	0 19101	0 19426	0 19741	0 20375	0 20700	0 21015	0 22302

*Step 14 equivalent to P.G.I. #1 granted according to Board approved procedures.

**Step 17 and Step 21 are each equal to $645.00 and will be granted according to procedures to be approved by the Board.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	36	6			1			
7	19,000 - 19,999	138	32	9	2				
8	18,000 - 18,999	38	18	2		1			
9	17,000 - 17,999	36	12				2		
10	16,000 - 16,999	19	7						
11	15,000 - 15,999	17	8						
12	14,000 - 14,999	9	9						
13	13,000 - 13,999	7	7	2	1	1			
14	12,000 - 12,999	1	3	1			1		
15	11,000 - 11,999	1					1		
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	302	102	5	3	3	4		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)								
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)								
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

__________________ College __________
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

San Mateo Community College District __________
Code No.

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	168,345.00	213	30,351.50	214	4,281.75	11	927.38	3	25,137.00	62	12,023.00	8
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	253,356.00		31,313.00		5,731.56		1,320.96		29,638.20		6,101.64	
C. Dental	5	75,303.00		9,307.00		1,638.00		413.76		8,718.72		1,866.24	
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	31,015.00		3,833.00		615.50		133.31		3,868.44		993.00	
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	31,626.00		3,906.00		828.00		216.00		3,384.00		576.00	
WORKMEN'S COMPENSATION	13	39,751.00		4,913.00		802.00		173.88		4,713.28		975.00	
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	599,396.00	213	83,623.50	214	13,896.81	11	3,185.29	3	75,459.62	62	22,534.88	8

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

__________ College ________ Code No.

San Mateo Community College District ________ Code No.

BEST COPY AVAILABLE

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES													
	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1	9,549		10,410		10,888		11,365		11,843					
2	10,057	(3)	10,917		11,383	(1)	11,851		12,321	(1)				
3	10,564		11,424		11,879	(1)	12,337		12,799	(2)				
4	11,072		11,931	(2)	12,375	(2)	12,823	(1)	13,276	(1)				
5	11,580		12,438	(4)	12,870		13,309	(2)	13,754	(1)				
6	12,088		12,946		13,366	(2)	13,796	(1)	14,232	(2)				
7	12,596		13,453	(1)	13,862	(3)	14,282	(1)	14,710	(3)				
8	13,104		13,960		14,358	(1)	14,768		15,187					
9	13,611		14,467	(3)	14,853		15,254	(3)	15,665	(7)				
10	14,119		14,974	(2)	15,349	(1)	15,740	(1)	16,143	(5)				
11	14,627	(3)	15,482	(2)	15,845		16,226	(2)	16,621	(5)				
12			15,989	(7)	16,341	(1)	16,712	(3)	17,098	(3)				
13					16,836	(6)	17,198	(1)	17,576	(10)				
14							17,684	(8)	18,054	(8)				
15									18,532	(37)				
16														
17														
18														
19														
20														
Degrees	BA 6		BA MA RN AA 1 12 3 1		BA 6	MA 12	BA 6	MA 17	DOCT. 20	MA 65	BA	MA	MA	Earned Doctorate
Other Credentials	or Initial Voc.		or Initial Voc. 4			or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units			15-29		30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

XXXXXXXXXX DEPT. CHRMN. $500.00

XXXXXXXXXXXXXXXX SMALL DEPT. CHAIRMAN $300.00

Earned Doctorate $645.00

NOTE: CO-CHAIRMAN 150.00

OTHER:

Service Increment 18-20 years . $ 300.00

.." . . . ." . . . . 21-23 years . $ 300.00

.." . . . ." . . . . 24-26 years . $ 300.00

maximum $ 900.00

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the b
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Santa Barbara City College 69294
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Santa Barbara Community College District 425560

BEST COPY AVAILABLE

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	33	6	4	1		2		
9	17,000 - 17,999	17	2	1				1	
10	16,000 - 16,999	12	7	2			1		
11	15,000 - 15,999	15	7						
12	14,000 - 14,999	8	9	1					
13	13,000 - 13,999	5	4	2					
14	12,000 - 12,999	6	3					1	
15	11,000 - 11,999	1	1		1				
16	10,000 - 10,999	1							
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	98	39	10	2		3	2	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1482000	584000	161000	29000		52000	29000	
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	15,102	14,974	16,100	14,500		17,333	14,500	
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Santa Barbara City College 69294
Code No.

Santa Barbara Community College District 4255600
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	84,706	137	7,790	12	2,132	3	1,189	2	13,007	13	8,108	7
B. Not Vested	2												
* HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4												
C. Dental	5												
D. Other (Specify)	6												
* GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											4,158	7
UNEMPLOYMENT COMPENSATION TAXES	11												
* GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	11,983	137	1,102	12	302	3	168	2	1,840	13	672	7
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
*	16	115,765	137	10,140	12	2,535	3	1,690	2	10,985	13	5,915	7
TOTALS (see instructions for line 17)	17	212,454	137	19,032	12	4,969	3	3,047	2	25,832	13	18,853	7

* REMARKS: Personnel Benefits are offered on a multiple choice basis in the amount of $845.00 per year for each full-time employee. Less than full time employees receive a prorated share of the allocation. This amount is in addition to your annual salary and includes medical, life and income protection insurance, which are mandatory for full-time employees. Please see attached copy. (Hourly faculty are not included in the Personnel Benefit program.)

(WHITE, each campus)
(PINK, multi-campus districts)

Santa Barbara City College 69294 Code No.

Santa Barbara Community College District 4255600 Code No.

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	C	L	A	S	S	E	S							
	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#
1	9507		10373		11239		12105		12971					
2	10066		10932		11798		12664		13530					
3	10625		11491	(2)	12357		13223		14089					
4	11184		12050		12916		13782	(1)	14648					
5	11743		12609	(2)	13,475		14341	(1)	15207	(1)				
6	12302		13168	(1)	14034	(2)	14900	(2)	15766					
7	12861		13727	(1)	14593		15459	(1)	16325					
8	13420		14286	(2)	15152	(1)	16018	(1)	16884	(1)				
9	13979		14845		15711		16577		17443					
10	14538		15404		16207		17136	(1)	18002	(1)				
11	15097		15963	(1)	16829		17695		18561					
12	15656		16522		17388	(3)	18254	(11)	19120					
13														
14														
15														
16														
17														
18														
19														
20														
Degrees	BA		BA or MA + 30 Units + Masters		BA +54 + MA	MA+24	BA+78 +MA	MA+48	Doc.	MA	BA	MA	MA	Earned Doctorat
Other Creden-tials	or Initial Voc. Cred.		or Initial Voc. or BA			or Full + Voc.60	BA	Plus Initial Voc.		Plus Full Voc.				
Plus * Addt'l Units			15-29		30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

College of the Canyons College ________

Code No.

Santa Clarita Community College District 19-649

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999						1		1
6	20,000 - 21,999			1					
7	19,000 - 19,999		1						
8	18,000 - 18,999	9	2						
9	17,000 - 17,999	5			1				
10	16,000 - 16,999	1	2						
11	15,000 - 15,999	2			1				
12	14,000 - 14,999	5	2			1			
13	13,000 - 13,999	3					1		
14	12,000 - 12,999		1		1				
15	11,000 - 11,999	1							
16	10,000 - 10,999	1							
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	27	8	1	3	1	2		1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	405820	136271	21540	44628	14286	37640		22650
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	15,030	17,034	21540	14876	14286	18820		22650
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

College of the Canyons College ____________
Code No.

Santa Clarita Community College District 19-64972
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	*436.22	35	76.98 22.16	3 1	76.98	3	25.66	1	128.30 44.32	5 2		
B. Major Medical	4	*421.04											
C. Dental	5	483.35		55.24	4	41.43	3	13.81	1	55.24	7		
D. Other (Specify)	6												
GUAR[illegible]D DISABILITY INCOME PROTECTION	7	262.15	35	29.96	4	22.47	3	7.49	1	29.96	7		
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	3198.34	35	390.39	4	306.36	3	133.64	4	1158.50	7		
TRAVEL ALLOWANCE	14	330.00	1					600.00	1	5400.00	4		
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	5131.10		574.73		447.24		780.60		6816.32			

REMARKS: * We have available a combined basis & major medical health plan with two carriers:
Kaiser @ $25.66 - 17 teachers = $436.22
Connecticut General @ $22.16 - 19 teachers = $421.04

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

______ College ______ Code No.

Santa Clarita Community College District 19-64972 Code No.

SANTA MONICA COMMUNITY COLLEGE DISTRICT
CERTIFICATED PERSONNEL 1973-1974 SALARY SCHEDULE
EFFECTIVE: September 1, 1973

Steps in Schedule	GROUP I B.A. + 28 sem. units or Vocational Cred. + 28 sem. units. **Instructor Credential	GROUP II B.A. + 42 sem. units or M.A. or Vocational Cred. + 42 sem. units. Instructor Cred. + 14 sem. units or Instructor Cred. with M.A.	GROUP III B.A. + 56 sem. units or M.A. + 14 sem. units or Vocational Cred. + 56 sem. unit Instructor Cred. + 28 sem. units or Instructor Cred. with M.A. + 14 sem. units	GROUP IV M.A. + 28 sem. units or Vocational Cred. + B.A. Instructor Cred. with M.A. + 28 sem. units	GROUP V M.A. + 42 sem. units or Vocational Cred. + B.A. + 14 sem. units Instructor Cred. with M.A. + 42 sem. units	GROUP VI M.A. + 56 sem. units or Vocational Cred. + M.A. Instructor Cred. with M.A. + 56 sem. units
1	10313	10926	11539	12152	12765	13378
2	10773	11386	11999	12612	13225	13838
3	11233	11846	12459	13072	13685	14298
4	11693	12306	12919	13532	14145	14758
5	12153	12766	13379	13992	14605	15218
6	12613	13226	13839	14452	15065	15678
7	13073	13686	14229	14912	15525	16138
8	13533	14146	14759	15372	15985	16598
9	13993	14606	15219	15832	16445	17058
10	14453	15066	15679	16292	16905	17518
11	14913	15526	16139	16752	17365	17978
12	15373	15986	16599	17212	17825	18438
13	15833	16446	17059	17672	18285	18898
14	16293	16906	17519	18132	18745	19358

Increment Values: Step $460 Group: $613 Doctorate: $673

1. Personnel already in the shaded area of the schedule may move only to a higher group but no one may move into the shaded area.

2. New teachers will be given full experience credit for all previous verified teaching experience that meets District criteria.

3. A person who possesses a Doctorate receives $673 more than a person with a comparable number of years of experience in Group VI.

4. **A person with less than 72 college semester units receives $550 less than a person with a comparable number of years of experience in Group I.

SWS:ea

COLLEGE OF THE SEQUOIAS
SALARY SCHEDULE
REVISED 1973-74

Steps	Class I		Class II		Class III		Class IV		Class V		Class VI
0	9650		10350		11000		11750		12350		13000
1	9950	1	10700		11350		12050	1	12800		13500
2	10350	1	11000		11750	2	12550		13150		13800
3	10700		11350	1	12050		12900	1	13600		14300
4	11000		11750		12550	1	13350		13950		14650
5	11350		12050	1	12900	2	13700	3	14450		15100
6	11750	2	12550		13350	1	14150		14750		15500
7	12050	1	12900		13700	2	14550		15250	1	15850
8	12550		13350	1	14150	2	14900		15600	2	16350
[a]											
9	12900		13700	1	14550	1	15400		16000	3	16700
10	13350		14150	2	14900		15750	1	16450	3	17250
11	13700		14550		15400	2	16150		16800	3	17600
12	14150		14900	1	15750		16600	2	17300	1	18050
13	14550		15400		16150	6	16950		17700	4	18650
14	14900		15750	2	16600	13	17450	11	18250	32	19050
		5		9		32		19		49	

[b]Class I (a) BA, or
(b) Vocational Credential (partial fulfillment)

Class II (a) BA + 30 semester units or
(b) Vocational Credential (permanent)

Class III (a) BA + 45 semester units, or
(b) MA, or
(c) Vocational Credential + Associate degree

Class IV (a) BA + Vocational Credential
(b) MA + 60 units beyond the BA

Class V (a) MA + 75 units beyond the BA
(b) MA + Vocational Credential

Class VI Earned doctorate; no equivalent

[a] A maximum of eight years credit based on past teaching experience may be given to new instructors, except Class VI where there is no limit on past credit for teaching experience.

[b] Vocational Credential means anyone with a Vocational Class A, Standard Designated Subjects, or Community College Credential which authorizes teaching in a trade and industrial, technical, or health occupational subject matter area.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999	3				1			
6	20,000 - 21,999	1		2	1				
7	19,000 - 19,999	7	1	1					
8	18,000 - 18,999	26	5	1					
9	17,000 - 17,999	10							
10	16,000 - 16,999	18	5			1			
11	15,000 - 15,999	6	2						
12	14,000 - 14,999	4	2						
13	13,000 - 13,999	5	1						
14	12,000 - 12,999	4	2						
15	11,000 - 11,999	2	3						
16	10,000 - 10,999	1							
17	9,500 - 9,999	1	1						
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499	1							
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999		1						
24	6,000 - 6,499								
25	Below 6,000	1							
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	90	23	4	1	2			
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,500,292	341,753	79,388	20,068	40,175			
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,670	14,859	19,847	20,068	20,088			
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	------	------	------	------	----			

College of the Sequoias College 54-5-[illegible]
Code No.

College of the Sequoias College District
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

BEST COPY AVAILABLE

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical $231	4	$26,103	113	$1,155	5	$462	2			$2,772	12		
C. Dental	5	21,583	113	955	5	382	2			2,292	12		
D. Other (Specify)	6	8,475	113	375	5	150	2			900	12		
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13												
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	$56,161	113	$2,485	5	$994	2			$5,964	12		

REMARKS:

College of the Sequoias College [illegible]-0713
Code No.

College of the Sequoias College District ____
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#)
1	9.343		9,905	(1)	10,467		11,029		11,591					
2	9,905		10,467		11,029		11,591		12,153					
3	10,467		11,029	(1)	11,591	(2)	12,153		12,715					
4	11,029		11,591	(3)	12,153	(2)	12,715		13,277					
5	11,591		12,153	(3)	12,715		13,277	(2)	13,839	(1)				
6	12,153		12,715	(3)	13,277	(1)	13,839	(2)	14,401					
7	12,715		13,277	(1)	13,839	(1)	14,401	(1)	14,963	(2)				
8	13,277	(1)	13,839		14,401	(2)	14,963	(2)	15,525	(4)				
9	13,839		14,401		14,963	(2)	15,525	(6)	16,087	(8)				
10	14,401	(1)	14,963		15,525	(2)	16,087	(2)	16,649	(5)				
11			15,525	(3)	16,087		16,649	(3)	17,211	(4)				
12					16,649	(1)	17,211	(13)	17,773	(5)				
13									18,335	(35)				
14														
15														
16														
17														
18														
19														
20														

	1	2	3		4		5		6		7	
Degrees	BA X	BA X	BA X	MA X	BA X	MA X	BA X	MA X	BA	MA	MA	Earned Doctorate
Other Creden-tials	or Initial Voc. X	or Initial Voc. X	+Full Voc	or Full Voc. X	+Full VocX	or Full Voc.	+Full VocX	or Full Voc. X				
Plus * Add'l Units		15-29 X	+16 ~~30-59~~	+42	+30	+ 56-60	+48	plus 72-78	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $______

Assoc. Professorship $______

Earned Doctorate $ 600

OTHER:

. . . . $______

. . . . $______

. . . . $______

NOTE: Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box. In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Shasta College 70144 Code No.

Shasta-Tehama-Trinity Joint Community College District 45569

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999	1						1	
6	20,000 - 21,999	1		6	1				1
7	19,000 - 19,999	6					1	1	
8	18,000 - 18,999	18	2						
9	17,000 - 17,999	13	4						
10	16,000 - 16,999	13	7						
11	15,000 - 15,999	12	1				1		
12	14,000 - 14,999	8	4				1		
13	13,000 - 13,999	6							
14	12,000 - 12,999	6	3						
15	11,000 - 11,999	4	1						
16	10,000 - 10,999								
17	9,500 - 9,999		1						
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	88	23	6	1		3	2	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,437,059	353,413	123764	20,398		49,393	41,731	21,366
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,330	15,366	20,627	20,398		16,464	20,866	21,366
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Shasta-Tehama-Trinity Jt. Community College 70144
Code No.

Shasta College District 4556957
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, cjl)

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TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

		Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
Fringe Benefits 1	Line No. 2	Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	71619	111	5766	7	1976	3	2524	3	12,182	12		
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	48085	111	3032	7	1300	3	1300	3	5,198	12		
C. Dental	5	10749	111	678	7	291	3	291	3	1,162	12		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	10077	111	811	7	278	3	278	3	1,714	12		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	140,530	111	10287	7	3,845	3	4393	3	20,256	12		

REMARKS:

Shasta-Tehama-Trinity Jt Community College 70144
Code No.

Shasta College District 4556957
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1	2	3	4	5	6	7
	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)
1	10,700(	11,356(1)	12,012	12,669			
2	11,199	11,863	12,515	13,168			
3	11,710(1)	12,371	13,019(2)	13,667			
4	12,222(1)	12,878	13,522	14,166			
5	12,734	13,386(4)	14,025(1)	14,665			
6	13,245	13,893(1)	14,528(2)	15,165			
7	13,757	14,401(1)	15,031(1)	15,663(2)			
8	14,269(1)	14,908	15,535(1)	16,162(2)			
9	14,780	15,416(1)	16,038(5)	16,661(5)			
10	15,292(1)	15,923	16,541(1)	17,160(2)			
11		16,430(4)	17,044	17,660(4)			
12			17,548(9)	18,159(2)			
13				18,679(41)			
14							
15							
16							
17	NOTE: Faculty salary schedule is effective 7/1/73 through 1/1/75						
18							
19							
20							

Degrees	BA	BA +40 or MA	BA +60	MA +20	BA +80	MA +40		MA	BA	MA	MA	Earned Doctorat
Other Credentials	or Initial Voc.	or Initial Voc. +20 after BA	after BA	or Full Voc. +40		Plus Initial Voc. +60		Plus Full Voc.				
Plus * Add'l Units		~~X5-XX~~	~~XXXX~~		~~XXXX~~	or after BA ~~XXXX~~		or ~~XXXX~~	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $ 750.00

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Sierra College______
Code No.

Sierra College District______

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	36	3	1		1		1	1
9	17,000 - 17,999	10	4	1					
10	16,000 - 16,999	15		1	1				
11	15,000 - 15,999	3	2			1			
12	14,000 - 14,999	3	2						
13	13,000 - 13,999	3	3		1				
14	12,000 - 12,999	1							
15	11,000 - 11,999	1	1						
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	72	15	3	2	2	0	1	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,244,034	237,949	52,880	29,680	34,342	0	18,679	18,679
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,278	15,863	17,627	14,840	17,171	0	18,679	18,679
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Sierra College ________ Code No.

Sierra College District ________ Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	43,848	87	2,520	5	1,008	2	1,008	2	4,536	9		
C. Dental	5	8,352	87	480	5	192	2	192	2	864	9		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	7,959	87	304	5	153	2	162	2	930	9		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17												

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

Sierra College ______ Code No.

Sierra College District ______ Code No.

Approved 5-3-73

SISKIYOU JOINT COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE - 1973-74
CERTIFICATED EMPLOYEES

Steps	I	II	III	IV	V
1	8932	9438	9942	10447	10952
2	9336	9867	10397	10927	11458
3	9741	10296	10851	11407	11963
4	10145	10725	11307	11886	12467
5	10549	11155	11760	12366	12973
6	10952	11583	12215	12845	13477
7	11357	12013	12669	13326	13982
8	11760	12442	13124	13806	14487
9		12870	13578	14285	14993
10		13301	14033	14765	15497
11		13730	14487	15244	16002
12		14159	14942	15725	16507
13				16204	17012
14					17517
		Anniversary Increments			
17					18022
20					18527
23					19032
26					19537
29					20042

Column I	A credential acceptable to the California Community Colleges Board of Governors
Column II	(a) A Masters degree, or (b) A permanent Standard Designated Subjects credential, or (c) A permanent Special Vocational Trade & Technical credential, or (d) A permanent Community College Vocational Education credential, or (e) A Special Secondary credential
Column III	Column II plus 15 units
Column IV	Column III plus 15 units
Column V	Column IV plus 15 units

Add $800 to Column V for an earned Doctorate

Unit — 1 unit is one semester unit of approved College credit

Steps — 1 year of acceptable experience

Credit for previous experience will be granted on a 1:1 basis for 5 or less years

Effective 7-1-73
pd 5-73

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CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999								
8	18,000 - 18,999	1							
9	17,000 - 17,999	15							
10	16,000 - 16,999	3							
11	15,000 - 15,999	5	1						
12	14,000 - 14,999	3	2						
13	13,000 - 13,999	2							
14	12,000 - 12,999					1			
15	11,000 - 11,999	1							
16	10,000 - 10,999	2	2						
17	9,500 - 9,999	1							
18	9,000 - 9,499		1						
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	33	6			1			
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	492,755	75,008			12,845			
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	14,931	12,501			12,845			
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

College of the Siskiyous College ____________ Code No.

Siskiyou Jt. Comm College District ____________ Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

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TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Non-Vested	2												
HEALTH PLANS A. Basic Medical	3	20,830	39			534	1					2,670	5
B. Major Medical	4												
C. Dental	5												
D. Other (Specify)	6	6,803	39			206	1					1,030	5
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	1,188	39			36	1					180	5
WORKMEN'S COMPENSATION	13												
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	28,821	39			776	1					3,880	5

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

College of the Siskiyous College ________ Code No.

Siskiyou Jt. Comm. College District ________ Code No.

SOLANO COUNTY COMMUNITY COLLEGE DISTRICT
P. O. BOX 246
SUISUN CITY, CALIFORNIA 94585

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CERTIFICATED SALARY SCHEDULE

1973-74

Adopted July 2, 1973
Revised July 16, 1973

Effective July 1, 1973

	CREDENTIAL	AB + 30 or MA		AB + 60 MA + 24 AB + 48/MA		AB + 90 MA + 48 AB + 72/MA		AB + 96/MA MA + 72	
STEP	CLASS I	CLASS II		CLASS III		CLASS IV		CLASS V	
1	9,180	9,847		10,514	1	11,181		11,848	
2	9,684	10,351	2	11,018		11,685		12,352	
3	10,188	10,855	3	11,522	5	12,189	3	12,856	1
4	10,692	11,359		12,026		12,693	3	13,360	1
5	11,196	11,863		12,530	1	13,197		13,864	2
6	11,700	12,367	2	13,034	4	13,701	1	14,368	
7	12,204	12,871	1	13,538	4	14,205	1	14,872	1
8	12,708	13,375	1	14,042	3	14,709	2	15,376	
9		13,879		14,546	4	15,213		15,880	
10		14,383	1	15,050	3	15,717	5	16,384	
11		14,887		15,554	2	16,221	4	16,888	1
12		15,391	4	16,058	1	16,725	1	17,392	
13				16,562	8	17,229	12	17,896	12
*A						17,733	9	18,400	
**B								18,904	

In order to be eligible for Step A/Class IV a person must have been on Step 13/Class IV for at least one year or Step 14/Class IV for at least one year.

In order to be eligible for Step A/Class V a person must have been on Step 13/Class V for at least one year.

*Twenty years experience, last ten years at Solano Community College.
**Twenty-five years experience, last fifteen years at Solano Community College.

EARNED DOCTORATE: $750 to be added to salary step in Class IV and V.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999				1				
7	19,000 - 19,999			2	1				
8	18,000 - 18,999	4	2	1	1				
9	17,000 - 17,999	25	8	1		1			
10	16,000 - 16,999	11				1			
11	15,000 - 15,999	7	6		1				
12	14,000 - 14,999	6	5						
13	13,000 - 13,999	8	4						
14	12,000 - 12,999	7	4						
15	11,000 - 11,999	4	2						
16	10,000 - 10,999	4	2						
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	76	33	4	4	2			
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,172,784	490,232	74,945	73,307	34,280			
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	15,431	14,856	18,736	18,327	17,140			
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	-0-	-0-	-0-	-0-	-0-			

Solano Community College 48-5825
Code No.

Solano County Community College District 48-70557
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF 106 (R 7/72

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TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

		Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
Fringe Benefits 1	Line No. 2	Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	66,521	109	5,930	8	1,371	2			12,669	15	3,962	3
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	58,982	109	4,113	8	1,314	2			7,499	15	2,081	3
B. Major Medical	4												
C. Dental	5	23,544	109	1,728	8	432	2			3,240	15	648	3
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											2,168	2
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	9,812	109	875	8	192	2			1,869	15	316	3
TRAVEL ALLOWANCE	14	Based on 10¢ per mile.											
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	158,859	109	12,646	8	3,309	2			25,277	15	9,175	3

REMARKS:

Solano Community College 48-5825
Code No.

Solano County Community College District 48-70557
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

	CLASSES													
STEPS	1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#
1	9588		9900		10812		11484		12144	1			12744	
2	10140	1	10440		11364	1	12060		12768		—		13368	
3	10692	2	10992	2	11904	5	12648		13392				13992	
4	11232	3	11544		12444	3	13236	3	14016	2			14616	1
5	11784		12084		12984	4	13824	1	14652	6			15252	2
6	12336	1	12636	1	13536	2	14400	3	15276	7			15876	
7	12888		13176	1	14076	1	14988		15900	3			16500	
8	13428		13728	3	14616	2	15576	2	16524	6			17124	
9	13980		14280	1	15156	1	16164	3	17160	6			17760	
10	14532	2	14820	3	15708		16740	1	17784	4			18384	2
11					16248	4	17328		18408	7			19008	1
12					16788	2	17916	16	19032	43			19632	2
13														
14														
15														
16														
17														
18														
19														
20														

Degrees	BA	BA + 30	XX	MA	BA +55	MA + 20	BA+ 75	MA + 40	BA	MA	MA	Earned Doctora
Other Creden-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.	w/MA	Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the b
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Santa Rosa Junior College

Code No.
Sonoma County Jr. College District 70-94

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999							2	
7	19,000 - 19,999	37	2	3		1	2		
8	18,000 - 18,999	6	1	2					
9	17,000 - 17,999	18	7					1	1
10	16,000 - 16,999	10	4		1				
11	15,000 - 15,999	10	5		1				
12	14,000 - 14,999	14	4				1		
13	13,000 - 13,999	9	1	1					
14	12,000 - 12,999	5	4						
15	11,000 - 11,999	1	6					1	
16	10,000 - 10,999	3	3						
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	113	37	6	2	1	3	4	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1871985	548892	107736	31800	19032	54302	71132	17916
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16566	14835	17956	15900	19032	18101	17783	17916
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	0	0	0	0	0	0	0	0.

Santa Rosa Junior College ______________
Code No.

Sonoma County Junior College District 70-946
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	96,835	150	5,581	8	2,933	4	3,562	5	13,453	13		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical)	3	98,502)	"	5,253)	"	2,627)	"	3,283)	"	8,537)	"		
B. Major Medical)	4	)		)		)		)		)			
C. Dental	5	32,634	"	1,740	"	870	"	1,088	"	2,828	"		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	10,894	"	628	"	330	"	401	"	1,514	"		
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	18,000	"	960	"	480	"	600	"	1,560	"		
WORKMEN'S COMPENSATION	13	12,104	"	698	"	367	"	445	"	1,682	"		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	268,969	150	14,860	8	7,607	4	9,379	5	29,574	13		

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

Santa Rosa Junior College ______
Code No.

Sonoma County Jr College District 70-946
Code No.

SOUTH COUNTY JOINT JUNIOR COLLEGE DISTRICT
OF ALAMEDA COUNTY AND CONTRA COSTA COUNTY

CHABOT COLLEGE

Governing Board Policy 31

CERTIFICATED SALARY SCHEDULE
July 1, 1973

Classification

Step	I	II	III	IV	V
1	$ 9,554.	$ 9,965.	$ 10,885.	$ 11,404.	$ 11,932.
2	9,965.	10,372.	11,298.	11,822.	12,352.
3	10,372.	10,783.	11,712.	12,238.	12,776.
4	11,192.	11,601.	12,539.	13,074.	13,617.
5	11,737.	12,146.	13,089.	13,631.	14,178.
6	12,371.	12,693.	13,641.	14,186.	14,739.
7	12,831.	13,238.	14,192.	14,741.	15,300.
8	13,376.	13,784.	14,742.	15,298.	15,862.
9	13,922.	14,329.	15,294.	15,854.	16,426.
10	14,466.	14,877.	15,846.	16,411.	16,987.
11		15,286.	16,397.	16,967.	17,547.
12		15,697.	16,948.	17,524.	18,110.
13			17,360.	18,080.	18,671.
14			17,775.	18,499.	19,232.
15			18,187.	18,916.	19,654.

Classification Definition**

I A) A.B. or 6 years experience in occupation***

II A) A.B., plus 30 Graduate or Upper Division Semester Units or
B) 42 Semester Units plus 6 years experience in occupation***

III A) M.A. (LL.B, M.B.A., etc.) or
B) 78 Semester Units with A.A. plus 4 years experience in occupation***

IV A) M.A. (LL.B., M.B.A., etc.) and 60 Upper Division* or Graduate Semester Units or
B) A.B. plus 4 years experience in occupation*** or
C) M.A. plus 2 years experience in occupation***

V A) Doctorate (The term "Doctorate" refers to a degree earned in an accredited university in the United States. Examples of such degrees are: Ph.D., Ed.D., M.D., D.D.S. Degrees earned in universities outside the United States may be considered for this classification if such degrees are found to be equivalent of the Doctorate earned in the United States by a competent authority such as the University of California or the State Department of Education.)
B) Earned doctorate plus 2 years experience in the occupation***

*Beyond those normally required for the A.B.

**A technical-vocational instructor must satisfy all requirements for full-time life credential and the special qualifications for STATE PLAN (VEA Reimbursement) within 2 years.

***Not counted as experience in placement on salary schedule.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999	6		1					
8	18,000 - 18,999	52	14	3	3	1	2		
9	17,000 - 17,999	16	7		1				
10	16,000 - 16,999	15	4	4	2	1	1		
11	15,000 - 15,999	18	6		1		1		
12	14,000 - 14,999	10	6						
13	13,000 - 13,999	8	3						
14	12,000 - 12,999	3	4						
15	11,000 - 11,999			1					
16	10,000 - 10,999		1	1	1				
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	128	45	10	8	2	4		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	2,186,625	733,427	165,758	133,402	35,327	69,253		
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,083	16,298	16,576	16,675	17,664	17,313		
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	0	0	0	0	0	0		

Chabot College 0152355
Code No.

South County Joint Junior College District 61317
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	116,802	173	12620.	18	4183.00	6	8004.00	10	16,029	16	4,884.	3
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	131,748	173	13707.	18	4569.00	6	8377.00	10	12,184.00	16	2285	3
C. Dental	5	44,862	173	4668.	18	1556.00	6	2853.00	10	4,149.00	16	778.	3
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	23652.	173	2423	18	832.00	6	1457.00	10	2293.00	16	429.	3
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10			632.	1					632.	1	1895	3
UNEMPLOYMENT COMPENSATION TAXES	11											330	3
GROUP LIFE INSURANCE	12	10,380	173	1080.	18	420.00	6	660.00	10	960.00	16	180	3
WORKMEN'S COMPENSATION	13	17228.	173	1765.	18	617.00	6	1061.00	10	2,151.00	16	389	3
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	344,672		36,895.		12,177.		22412.		38,398.		11,170.	

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

GCAF-196 (Rev. 7/73, ejl)

Chabot College 0152355
Code No.

South County Joint Juniori College District 61317
Code No.

STATE CENTER COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE
1973-74
SCHEDULE "A"

INSTRUCTORS, COUNSELORS, LIBRARIANS, AND NURSES

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V*
1	$ 9,733	$10,402	$10,983	$11,564	$12,145
2	10,236	10,905	11,486	12,067	12,648
3	10,739	11,408	11,989	12,570	13,151
4	11,242	11,911	12,492	13,073	13,654
5	11,745	12,414	12,995	13,576	14,157
6	12,248	12,917	13,498	14,079	14,660
7	12,751	13,420	14,001	14,582	15,163
8	13,254	13,923	14,504	15,085	15,666
9	13,757	14,426	15,007	15,588	16,169
10	14,260	14,929	15,510	16,091	16,672
11	14,763	15,432	16,013	16,594	17,175
12		15,935	16,516	17,097	17,678
13			17,019	17,600	18,181
Anniversary Increments:					
18**	15,266	16,438	17,522	18,103	18,684
23**	15,769	16,941	18,025	18,606	19,187
28**	16,272	17,444	18,528	19,109	19,690

Increment = $503

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*Plus $500 for earned doctorate

**Explanatory notes on the application of anniversary increments may be found on pages 7 and 8 of this document.

ADOPTED BY BOARD OF TRUSTEES: August 7, 1973

SWEETWATER COMMUNITY COLLEGE DISTRICT

SALARY SCHEDULE FOR INSTRUCTORS - EFFECTIVE 1973-74

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1	9,751	10,677	11,140	11,603	12,066	12,529	13,173
2	10,214 1	11,140 2	11,603	12,066	12,529	12,992	13,636
3	10,677 1	11,603	12,066 4	12,529 2	12,992 1	13,455	14,099
4	11,140	12,066	12,529 2	12,992 2	13,455 1	13,918	14,562
5	11,603	12,529 1	12,992 3	13,455 1	13,918	14,381 1	15,025 1
6	12,066 1	12,992	13,455 3	13,918 2	14,381 1	14,844 2	15,488
7	12,529	13,455 2	13,918 1	14,381 4	14,844 2	15,307 2	15,951
8	12,992	13,918 3	14,381 2	14,844 3	15,307 1	15,770 4	16,414 1
9	13,455	14,381	14,844 4	15,307 3	15,770 1	16,233 5	16,877
10	13,918	14,844	15,307	15,770	16,233 2	16,696 5	17,340
11	14,381	15,307	15,770	16,233	16,696 1	17,159 2	17,803 1
12	14,844	15,770	16,233 1	16,696 1	17,159 1	17,622 2	18,266
13			16,696	17,159 3	17,622	18,085 2	18,729 1
14			17,159 1	17,622	18,085 3	18,548 17	19,192 4
ANNIVERSARY MERIT INCREMENT							
A			17,622 5	18,085 2	18,548 4	19,011 13	19,655 2
B			18,085	18,548	19,011	19,474 1	20,118
	3	17	26	23	18	56	10

EXPLANATION OF CLASSES

Total 154 Instructors (OTHER THAN VOCATIONAL CREDENTIAL)

CLASS I	BACHELOR'S DEGREE.
CLASS II	MASTER'S DEGREE OR BACHELOR'S DEGREE PLUS 30 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS III	MASTER'S DEGREE WITH 45 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS IV	MASTER'S DEGREE WITH 60 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS V	MASTER'S DEGREE WITH 75 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS VI	MASTER'S DEGREE WITH 90 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS VII	EARNED DOCTORATE.

CREDIT WILL BE GIVEN ONLY FOR UPPER DIVISION OR GRADUATE UNITS WHICH ARE EVALUATED BY THE INSTRUCTIONAL OFFICE AND APPROVED BY THE SUPERINTENDENT/PRESIDENT AS BEING DIRECTLY RELATED TO ASSIGNMENT AND/OR BETTER PREPARATION FOR TEACHING.

FOR SPECIAL REGULATIONS DEALING WITH THE PLACEMENT OF INSTRUCTORS UNDER VOCATIONAL CREDENTIAL, CONTACT THE INSTRUCTIONAL OFFICE.

ADOPTED BY THE
GOVERNING BOARD

JUNE 21, 1973

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999			1				1	
6	20,000 - 21,999			4	1	1			
7	19,000 - 19,999	17	3						
8	18,000 - 18,999	22	8	1		1			
9	17,000 - 17,999	10	5	1		1		1	1
10	16,000 - 16,999	13	3						
11	15,000 - 15,999	10	2	1					
12	14,000 - 14,999	12	7						
13	13,000 - 13,999	7	6		1				
14	12,000 - 12,999	9	12						
15	11,000 - 11,999	5	1						
16	10,000 - 10,999	1	1				1		
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	106	48	8	2	3	1	2	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,707,020	730,287	158,363	33,676	57,134	10,677	41,181	17,347
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,104	15,215	19,795	16,838	19,045	10,677	20,591	17,347
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Southwestern College College 1294 Code No.

Sweetwater Community College District 1294 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	97,492	154	7,682	10	2,712	4	2,341	3	10,078	10		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4												
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	14,380	154	1,133	10	400	4	345	3	1,486	10		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
Cafeteria Fringe Benefit Plan*	16	130,900	154	8,500	10	3,400	4	2,550	3	8,500	10		
TOTALS (see instructions for line 17)	17	242,772	154	17,315	10	6,512	4	5,236	3	20,064	10		

REMARKS: *District pays $850.00 annually ($85.00 tenthly) towards Health and Welfare Benefits per individual selection. A variety of plans are available: Medical; Life Insurance; Income Protection; Accident Insurance; Group Tax-Sheltered Annuity.

Southwestern College College 1294 Code No.

Sweetwater Community College District 1294 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES												
	1		2		3		4		5		6		7
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$
1													
2			13,262	(1)					16,722	(1)			
3			41,514	(3)	14,991	(1)	48,432	(5)					
4	39,786	(3)	14,415	(1)	15,568	(1)	66,888	(4)	17,875	(1)			
5	27,676	(2)	59,964	(4)	16,144	(1)	69,192	(4)	36,902	(2)			
6	57,660	(4)	31,136	(2)	33,444	(2)	178,750	(10)	76,112	(4)			
7	74,955	(5)	64,576	(4)	17,298	(1)	73,804	(4)					
8	77,840	(5)	33,444	(2)	17,875	(1)	114,168	(6)	40,362	(2)			
9	64,576	(4)	17,298	(1)	36,902	(2)	215,644	(11)	20,757	(1)			
10	16,722	(1)	17,875	(1)	19,028	(1)	221,991	(11)					
11	51,894	(3)	73,804	(4)	78,416	(4)	788,766	(38)	65,730	(3)			
12	71,500	(4)	57,084	(3)			184,895	(9)	44,976	(2)			
13	129,157	(7)	119,224	(6)	187,613	(9)	1,213,050	(55)	139,184	(6)			
14													
15													
16													
17													
18													
19													
20													

Degrees	BA 10	MA 19	BA 6	MA 26	BA 5	MA 18	BA 1	MA 154		~~MA~~ PHD 22	BA	MA	MA	Earned Doctora
Other Creden-tials	or Initial Voc.	9	or Initial Voc.			or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units			15-29		30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:

Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

____________ College____

Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Ventura County Community College District 56 72660

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

1		Teachers Men 2	Teachers Women 3	Counselors Men 4	Counselors Women 5	Librarians Men 6	Librarians Women 7	Other Certificated Men 8	Other Certificated Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999							3	
4	24,000 - 25,999	7		1				6	
5	22,000 - 23,999	33	5	2		1		3	
6	20,000 - 21,999	88	18	10	4	1		1	1
7	19,000 - 19,999	18	12	2	2		1		1
8	18,000 - 18,999	17	4						
9	17,000 - 17,999	22	3					1	
10	16,000 - 16,999	18	3	1					
11	15,000 - 15,999	7	1						
12	14,000 - 14,999	9	6					1	
13	13,000 - 13,999	2	5	2					
14	12,000 - 12,999		1						
15	11,000 - 11,999								
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	221	58	18	6	2	1	15	2
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	4,421,844	1,127,542	342,297	123,966	43,844	19,604	358,258	40,362
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	20,008	19,440	19,016	20,661	21,922	19,604	23,883	20,181
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

________________ College ________________
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

VENTURA COUNTY COMMUNITY College District 56 72660
Code No

CCAF-166 [illegible]

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	188,169	247	16,720	22	2,537	3	2,928	4	55,762	62		
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	154,869	247	13,794	22	1,881	3	2,508	4	38,877	62		
C. Dental	5	44,954	247	4,004	22	546	3	728	4	11,284	62		
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	27,754	247	2,465	22	373	3	431	4	8,728	62		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	415,746	247	36,983	22	5,337	3	6,595	4	114,651	62		

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

________________ College ________
Code No.

VENTURA COUNTY COMMUNITY College District 56 72660
Code No.

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#)
1	9,017		9,789		10,562		11,336	(1)	12,108		12,882	(1)		
2	9,476		10,248		11,021	(1)*	11,795		12,568		13,339			
3	9,935		10,707		11,478		12,254		13,027		13,798	(1)		
4	10,394		11,166	(1)	11,938		12,712		13,486		14,258			
5	10,853		11,625		12,397	(1)	13,172	(1)	13,944		14,717	(1)		
6	11,312		12,084		12,856	(1)	13,631	(2)	14,404	(1)	15,175	(2)		
7	11,771		12,543		13,314	(2)*	14,090	(3)	14,863	(2)*	15,634	(2)		
8	12,230		13,002		13,773	(1)	14,547	(1)	15,322		16,094	(5)		
9	12,688		13,461		14,233	(5)	15,006	(1)	15,780	(1)	16,552	(3)		
10	---		13,919		14,692		15,466		16,239		17,011	(2)		
11	---		---		15,150		15,925		16,699		17,470*	(4)		
12	12,921		---		---		16,383	(1)	17,156	(1)	17,930	(1)		
13	---		14,151		---		---		17,615	(1)	18,388	(1)		
14	---		---		15,382		---		---		18,847	(3)		
15	13,153		---		---		16,615	(2)*	---		---	(1)		
16	---		14,383		---		---	(1)	17,847		---			
17	---		---		15,614		---		---		19,079	(1)		
18	13,385		---		---		16,847		---		---	(1)		
19	---		14,615		---		---		18,080		---			
20	---		---		15,846		---		---		19,311	(1)		

Degrees	BA	BA	BA 3	MA	BA 2	MA 11		MA 6	BA	MA 23	MA Earned Doctorat
Other Credentials	or Initial Voc.	or Initial Voc. 1	8	or Full Voc.		Plus Initial Voc.		Plus Full Voc.		7 Doctorate	
Plus * Add'l Units		15-29	3 30-59		1 60-74	or 15-29		or 30-59	90 or over	3 45-74	75 or over

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

		OTHER:	
Professorship	$	x 1.35 (3)	$ 24,307 *
Assoc. Professorship	$	x 1.27 (1)	$ 4841 *
Earned Doctorate	$ 872 (7)	(1)	$ 28,000

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the bo
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

Victor Valley College 36 5796
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

Victor Valley Community College District 67924

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
	1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	1		1					
7	19,000 - 19,999		2						
8	18,000 - 18,999	3	1				1		
9	17,000 - 17,999	4	3	1					
10	16,000 - 16,999	6	1	2					
11	15,000 - 15,999	7							
12	14,000 - 14,999	8	4						
13	13,000 - 13,999	5		1	1				
14	12,000 - 12,999	2	1						
15	11,000 - 11,999	2							
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	38	12	5	1		1		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	$582,535	$197,387	$83,633	$13,631		$18,276		
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	$15,330	$16,449	$16,727	$13,631		$18,276		
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

Victor Valley College 36 59905
Code No.

Victor Valley Community College District 69926
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	31,197	50	2537	6	731	1			4905	5	1693	1
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	12,320	50	1418	6	246	1			1232	5	246	1
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											737	1
UNEMPLOYMENT COMPENSATION TAXES	11											122	1
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	4,679	50	583	6	109	1			736	5	146	1
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	48,196	50	4598	6	1086	1			6873	5	2944	1

REMARKS:

Victor Valley College 36 57905 Code No.

Victor Valley Community College District 67926 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES											
	1	2	3		4		5		6		7	
	$ (#)	$ (#)	$ (#)		$ (#)		$ (#)		$ (#)		$ (#)	
1	9,567		10,279		10,991		11,703		12,415			
2	9,969		10,681		11,393		12,105		12,817			
3	10,371 (1)		11,083		11,795 (1)		12,507 (1)		13,219			
4	10,773		11,485		12,197		12,909		13,621			
5	11,175		11,887		12,599		13,311		14,023			
6	11,577-(1)		12,289		13,001 (1)		13,713 (1)		14,425			
7	11,979		12,691		13,403		14,115		14,827 (1)			
8	12,381		13,093 (1)		13,805 (1)		14,517 (1)		15,229 (1)			
9	12,783		13,495		14,207		14,919		15,631			
10	13,183		13,897		14,609		15,321		16,033 (1)			
11	13,587 (1)		14,299		15,011		15,723		16,435 (2)			
12	13,989		14,701		15,413 (2)		16,125		16,837 (1)			
13	14,391		15,103		15,815 (2)		16,527 (1)		17,239 (3)			
14												
15												
16									17,587 (7)*			
17												
18												
19									17,935 (6)*			
22									18,283 (7)*			
Degrees	BA	BA	BA	MA	BA	MA	BA	MA	BA	MA	MA	Earned Doctora
Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29	75-89	or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $__________

Assoc. Professorship $__________

Earned Doctorate $ 696.00

OTHER:

. . . . $__________

. . . . $__________

. . . . $__________

***See reverse side for explanation.**

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the b
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

WEST HILLS COMMUNITY College 62133
Code No.

*Variations may be listed on reverse.

CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

WEST HILLS COMMUNITY College District 62133
Code No.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

	1	Teachers Men 2	Teachers Women 3	Counselors Men 4	Counselors Women 5	Librarians Men 6	Librarians Women 7	Other Certificated Men 8	Other Certificated Women 9
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	1							
7	19,000 - 19,999	1	1	1					
8	18,000 - 18,999	10							
9	17,000 - 17,999	8							
10	16,000 - 16,999	7							
11	15,000 - 15,999	3							
12	14,000 - 14,999	2							
13	13,000 - 13,999	4			1				
14	12,000 - 12,999	1							
15	11,000 - 11,999								
16	10,000 - 10,999	1							
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	38	3	1	1				
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	635,015	55,059	19,266	13,758				
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,711	18,353	19,266	13,758				
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

WEST HILLS COMMUNITY College **62133**
Code No.

WEST HILLS COMMUNITY College District **62133**
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
		Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	27,603	41	1,321	2	759	1			4,341	5		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3	10,473	41	776	2	269	1			1,383	5		
B. Major Medical	4												
C. Dental	5	6,740	41	324	2	168	1			828	5		
D. Other (Specify) VISION	6	1,314	41	64	2	32	1			160	5		
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	5,148	41	336	2	108	1			684	5		
WORKMEN'S COMPENSATION	13	4,002	41	192	2	110	1			630	5		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	55,280	41	3,013	2	1,446	1			8,026	5		

REMARKS:

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

WEST HILLS COMMUNITY College 62133 Code No.
WEST HILLS COMMUNITY College District 62133 Code No.

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1		2		3		4		5		6		7	
	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)	$	(#)
1														
2														
3														
4														

C. __SCHEDULE PROPER__ - PLACEMENT OF FULL-TIME TEACHING FACULTY 1973-74

	CLASS I BA Degree and Appropriate Credential	CLASS II BA Degree + 30 & Appropriate Credential	CLASS III BA Degree + 45 & Appropriate Credential	CLASS IV BA Degree + 60 Inc. MA Degree & Appr. Cred.	CLASS V BA Degree + 75 Inc. MA Degree & Appr. Cred.
1	8740	9240	9740	10240	10740
2	9240	9740	10240	10740	11240
3	9740	10240	10740	11240	11740
4	10240	10740	11240	11740	12240
5	10740	11240	11740	12240	12740
6	11240	11740	12240	12740	13240
7	11740	12240	12740	13240	13740
8	12240	12740	13240	13740	14240
9	12740	13240	13740	14240	14740
10	13240	13740 (1)	14240	14740	15240
11	13740	14240	14740	15240 (1)	15740
12	14240	14740	15240	15740	16240 (1)
13	14740	15240 (2)	15740	16240 (1)	16740 (12)

* Hurdle

An employee with an earned doctorate is to be compensated to the extent of one additional increment over the regular salary each year.

19												
20												
Degrees	BA	BA	BA	MA	BA	MA		MA	BA	MA	MA	Earned Doctorate
Other Creden-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:* OTHER:

Professorship $________ . . . . $________

Assoc. Professorship $________ . . . . $________

Earned Doctorate $ 500.00 . . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the box
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

TAFT College 150558-
Code No.

West Kern Community College District 63867

*Variations may be listed on reverse.
CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

	Teachers		Counselors		Librarians		Other Certificate	
1	Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
1 30,000 and above								
2 28,000 - 29,999								
3 26,000 - 27,999								
4 24,000 - 25,999								
5 22,000 - 23,999								
6 20,000 - 21,999								
7 19,000 - 19,999								
8 18,000 - 18,999								
9 17,000 - 17,999	6							
10 16,000 - 16,999	8	1				1		
11 15,000 - 15,999	2							
12 14,000 - 14,999		1						
13 13,000 - 13,999								
14 12,000 - 12,999								
15 11,000 - 11,999								
16 10,000 - 10,999								
17 9,500 - 9,999								
18 9,000 - 9,499								
19 8,500 - 8,999								
20 8,000 - 8,499								
21 7,500 - 7,999								
22 7,000 - 7,499								
23 6,500 - 6,999								
24 6,000 - 6,499								
25 Below 6,000								
26 TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	16	2				1		
27 TOTAL SALARY OUTLAY (Nearest whole dollar)	268,196	30,755				16,002		
28 MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,762	15,378				16,002		
29 NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

TAFT College 15-558-04
Code No.

West Kern Community College District 63867
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

		Teachers		Counselors		Librarians		Other Certificated Faculty		Certificated Administrators		Non-Certificated Administrators	
Fringe Benefits 1	Line No. 2	Expenditure 3	No. Cov. 4	Expenditure 5	No. Cov. 6	Expenditure 7	No. Cov. 8	Expenditure 9	No. Cov. 10	Expenditure 11	No. Cov. 12	Expenditure 13	No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	NOT APPLICABLE IN CALIFORNIA											
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	10,132.56	18	-		562.92	1	562.92	1	2,251.68	4		
C. Dental	5												
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13												
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	10,132.56	18	-		562.92	1	562.92	1	2,251.68	4		

REMARKS:

TAFT College 15-558-04
Code No.

West Kern Community College District 63867
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

	CLASSES						
STEPS	A	2	B	C	D	E	F
	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (#)	$ (#
1	9880		10867	11361	11857	12548	12944
2	10473		11462	11955	12448 (1)	13140	13536
3	11066		12054 (2)	12647 (3)	13041 (1)	13733	14228
4	11758		12745 (1)	13239 (3)	13733 (5)	14424	14821
5	12350 (1)		13338 (2)	13831 (1)	14326 (3)	15019	15413 (1
6	12944 (2)		13931 (1)	14424 (4)	14920 (3)	15612	15995
7			14622 (1)	15019 (2)	15612 (3)	16105 (1)	16697 (1
8			15215 (1)	15710 (3)	16203 (7)	16895 (1)	17289 (1
9			15808	16302 (3)	16796 (5)	17488 (1)	17883 (2
10			16402 (3)	16895 (5)	17389 (5)	18081 (3)	18477 (1
11			16933 (1)	17586	18081 (6)	18773 (6)	19168 (1
12			17685 (4)	18180 (8)	18673 (36)	19364 (38)	19760 (8
13							
14							
15							
16							
17							
18							
19							
20							

Degrees	BA x	BA	BA	MA x	BA x	MA x		MA x	BA x	MA x	MA	Earned Doctora
*Other Credentials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		45 60-74	or 15 15-29		or 30 30-59	90 or over	60 45-74	[illegible] or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________

Assoc. Professorship $________

Earned Doctorate $________

OTHER:

. . . . $________

. . . . $________

. . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

West Valley College College________
Code No.

*Variations may be listed on reverse. (over)

CCAF-196 (WHITE, each campus)
CCAF 196 (PINK, [illegible]

West Valley Joint Community

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999	2							
6	20,000 - 21,999	4		10	7				
7	19,000 - 19,999	36	2	2					
8	18,000 - 18,999	28	17				1		
9	17,000 - 17,999	10	2			1			
10	16,000 - 16,999	15	9			1			
11	15,000 - 15,999	7	3						
12	14,000 - 14,999	9	1			1			
13	13,000 - 13,999	8	4				1		
14	12,000 - 12,999	7	3						
15	11,000 - 11,999								
16	10,000 - 10,999								
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	126	41	12	7	3	2		
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	2,208,373	689,437	249,979	147,366	48,610	32,011		
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	17,527	16,816	20,832	21,052	16,203	16,006		
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	0	0	0	0	0	0		

NOTE: Dollar amounts may not agree w/page 5 because this is actual salary including Division Chairman pay, ~~et~~. while page 5 is base rate.

West Valley College College ______
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

West Valley Joint Community College District ______
Code No.

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	132,000	167	16,500	19	3,300	5			13,200	17		
B. Not Vested	2												
HEALTH PLANS A. Basic Medical	3												
B. Major Medical	4	111,725	167	12,825	19	3,375	5			11,841	17		
C. Dental	5	30,441	167	3,463	19	911	5			3,099	17		
D. Other (Specify) Paid Prescription	6	12,024	167	1,368	19	360	5			1,224	17		
GUARANTEED DISABILITY INCOME PROTECTION	7	16,807	167	2,304	19	468	5			2,125	17		
TUITION PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☒ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10												
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12	22,211	167	2,527	19	665	5			1,326	17		
WORKMEN'S COMPENSATION	13	17,097	167	2,344	19	475	5			2,611	17		
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17		167		19		5				17		

REMARKS: Column 11 includes Ombudsman, Athletic Director, and Student Activities Assistant

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

West Valley College College ________ Code No.

West Valley Joint Community College District ________ Code No.

Total 253 Full-tim

YOSEMITE JUNIOR COLLEGE DISTRICT
CERTIFICATED SALARY SCHEDULE
1973-74

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Step No.	F02 AB 12	I AB+24	II AB+36 & MA	III AB+48 & MA	IV AB+60 & MA	V AB+72 & MA	With Doctorate Cl. V + 700
1.		9,637	10,259	10,880	11,502	12,123	12,823
	9,232. (1)						
2.		10,066 (1)	10,688	11,309 (1)	11,930	12,551	13,251
2½			10,902 (2)				
3.		10,494	11,116	11,737 (3)	12,359	12,980	13,680
3½			11,330 (2)	11,952 (3)		13,194 (1)	
4.		10,923 (2)	11,545 (2)	12,166 (1)	12,788 (1)	13,408 (1)	14,108
4½					13,001 (1)		
5.		11,351 (1)	11,972 (3)	12,594 (1)	13,215	13,837 (1)	14,537
5½						14,052 (1)	
6.		11,780	12,401 (2)	13,023 (2)	13,644 (2)	14,266 (3)	14,966
6½			12,616 (1)	13,237 (1)			15,180 (1)
7.		12,209	12,829 (2)	13,451 (4)	14,072 (2)	14,694 (3)	15,394
7½			13,044 (1)	13,665 (1)			
8.			13,258 (1)	13,880 (1)	14,501 (1)	15,123 (2)	15,823
8½				14,094 (2)		15,336 (1)	
9.			13,687 (4)	14,308	14,929	15,551 (4)	16,251
9½				14,522 (1)	15,144 (2)		
10.				14,737 (2)	15,358 (1)	15,981 (7)	16,681
10½							
11.				15,166 (13)	15,786 (2)	16,430 (1)	17,130 (2)
11½					16,007 (1)	16,655 (2)	
12.					16,228	16,881 (3)	17,581
12½					16,453 (1)		
13.					16,678 (8)	17,331 (8)	18,031 (1)
13½						17,555 (3)	
14.						17,780 (15)	18,480
14½						18,005 (1)	18,705 (1)
15.			16,272 (1)	16,926 (2)	17,578 (1)	18,230 (54)	18,930 (3)
* 16.						18,777 (26)	19,477 (4)
* 17.						19,324 (11)	20,024 (2)
* 18.						19,871 (4)	20,571

*1. Professional Growth Increment - 3% of Class V, Step 15, available at 3 year intervals to those who meet standards.

2. Incoming staff placed in Class II without MA will have 2% deducted.

3. MA or equivalent required for Class III, IV, and V.

4. The District pays the health insurance premium and pre-paid dental expense for the employee and his dependents, and income protection insurance premium for employee.

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certifica	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999								
7	19,000 - 19,999	17							
8	18,000 - 18,999	57	20	4	4		3	1	
9	17,000 - 17,999	22	3			2			1
10	16,000 - 16,999	13	7		1				
11	15,000 - 15,999	26	6						
12	14,000 - 14,999	13	2		1				
13	13,000 - 13,999	11	8	2					
14	12,000 - 12,999	4	4						
15	11,000 - 11,999	12	3						
16	10,000 - 10,999	4					1		
17	9,500 - 9,999								
18	9,000 - 9,499	1							
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	180	53	6	6	2	4	1	1
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	2,900,617	843,343	100,445	106,179	35,111	65,592	18,777	17,331
28	MEAN SALARIES (Line 27 divided by line 26)(Nearest whole dollar)	16,114	15,912	16,740	17,696	17,555	16,398	18,777	17,331
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-

Columbia Junior College 55-50533
Modesto Junior College College 50-5509
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

Yosemite Junior College District 50-71340
Code No.

CCAF-196 (Rev. 7/73 ...)

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TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1	120,892	233	8,903	12	4,028	6	1,444	2	18,657	18	4,899	4
B. Not Vested	2												
HEALTH PLANS A. Basic Medical)	3	120,144	233	6,188	12	3,094	6	1,031	2	9,231	18	2,063	4
B. Major Medical)	4												
C. Dental	5	42,471	233	2,187	12	1,093	6	365	2	3,281	18	729	4
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7	26,581	233	1,467	12	714	6	256	2	3,311	18	470	4
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10	3,159	5	632	1							2,527	4
UNEMPLOYMENT COMPENSATION TAXES	11									(approx.)		50	4
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13	20,966	233	1,157	12	563	6	202	2	2,611	18	371	4
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	334,213	233	20,534	12	9,492	6	3,298	2	37,141	18	11,109	4

REMARKS:

Columbia Junior College 55-50553
Modesto Junior College College 50-5509
Code No.

Yosemite Junior College District 50-71340
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

PLEASE NOTE: OUR SALARIES ARE NEGOTIATED ON A CALENDAR YEAR BASIS, THEREFORE THIS SCHEDULE WILL PROBABLY BE CHANGED SOMETIME IN DECEMBER............

TEACHING SALARY SCHEDULE
(Full-time Faculty Only)

STEPS	CLASSES 1 $	(#)	2 $	(#)	3 $	(#)	4 $	(#)	5 $	(#)	6 $	(#)	7 $	(#)
1	9,419		9,900		10,380		10,860		11,341		11,821			
2	9,900		10,380		10,860		11,341		11,821		12,302			
3	10,380		10,860	1	11,341	2	11,821	1	12,302		12,782			
4	10,860		11,341	2	11,821	2	12,302	1	12,782	3	13,262	2		
5	11,341	2	11,821	2	12,302	1	12,782		13,262		13,742			
6	11,821		12,302	1	12,782	1	13,262		13,742		14,223			
7	12,302		12,782		13,262	2	13,742	1	14,223		14,704			
8	12,782		13,262	1	13,742	3	14,223	1	14,704		15,184	1		
9	13,262		13,742		14,223	1	14,704	2	15,184		15,664	3		
10	13,742		14,223	1	14,704	1	15,184	2	15,664	2	16,144	3		
11	14,223		14,704		15,184		15,664	1	16,144	3	16,625	2		
12	14,704		15,184		15,664		16,144	1	16,625		17,106	1		
13	15,184		15,664	4	16,144	4	16,625	4	17,106	4	17,585	25		
14														
15			(2 copies of our salary schedule attached)											
16														
17														
18														
19														
20														

Degrees	BA Less than BA + 30	BA + 30 or MA	BA + 45	MA + 15	BA +60	MA +30	BA +75	MA + 45	BA + 90	MA + 60	MA	Earned Doctorat
*Other Creden-tials	or Initial Voc.	or Initial Voc.		or Full Voc.		Plus Initial Voc.		Plus Full Voc.				
Plus * Add'l Units		15-29	30-59		60-74	or 15-29		or 30-59	90 or over	45-74	75 or over	

BONUSES NOT INCLUDED IN ABOVE SCHEDULE:

Professorship $________ OTHER: . . . . $________

Assoc. Professorship $________ . . . . $________

Earned Doctorate $ 600 . . . . $________

NOTE:
Indicate the certificated personnel at each step and in each class by placing the number in parentheses at right in the
In multi-campus districts, a separate page 4 (white) is required for each college plus a composite page 4 (pink) for the District.

YUBA College 5 9251
Code No.

YUBA COMMUNITY College District 72777

*Variations may be listed on reverse.
CCAF-196 (WHITE, each campus)
CCAF-196 (PINK, multi-campus District)

CONTRACT SALARIES OF FULL-TIME RESIDENT FACULTY

		Teachers		Counselors		Librarians		Other Certificated	
		Men 2	Women 3	Men 4	Women 5	Men 6	Women 7	Men 8	Women 9
	1								
1	30,000 and above								
2	28,000 - 29,999								
3	26,000 - 27,999								
4	24,000 - 25,999								
5	22,000 - 23,999								
6	20,000 - 21,999	2						2	
7	19,000 - 19,999	4	1	4					
8	18,000 - 18,999	6	2						
9	17,000 - 17,999	25	1						
10	16,000 - 16,999	7	3		1	1			
11	15,000 - 15,999	10	1		1				
12	14,000 - 14,999	5	3			1			
13	13,000 - 13,999	7	2						
14	12,000 - 12,999	3	1						
15	11,000 - 11,999	5	5						
16	10,000 - 10,999	1							
17	9,500 - 9,999								
18	9,000 - 9,499								
19	8,500 - 8,999								
20	8,000 - 8,499								
21	7,500 - 7,999								
22	7,000 - 7,499								
23	6,500 - 6,999								
24	6,000 - 6,499								
25	Below 6,000								
26	TOTAL NUMBER FULL-TIME SALARIED FACULTY (Sum of lines 1 - 25)	75	19	4	2	2		2	
27	TOTAL SALARY OUTLAY (Nearest whole dollar)	1,211,104	280,696	77,582	34,412	30,685		42,204	
28	MEAN SALARIES (Line 27 divided by line 26) (Nearest whole dollar)	16,148	14,773	19,396	16,206	15,393		21,102	
29	NUMBER CONTRIBUTING SERVICES OR SALARIED BY OTHER SOURCES (not reported above)								

YUBA College 9 9251
Code No.

YUBA COMMUNITY College District 72777
Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

TOTAL FRINGE BENEFITS OF FULL-TIME FACULTY AND ADMINISTRATIVE PERSONNEL

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Fringe Benefits 1	Line No. 2	Teachers Expenditure 3	Teachers No. Cov. 4	Counselors Expenditure 5	Counselors No. Cov. 6	Librarians Expenditure 7	Librarians No. Cov. 8	Other Certificated Faculty Expenditure 9	Other Certificated Faculty No. Cov. 10	Certificated Administrators Expenditure 11	Certificated Administrators No. Cov. 12	Non-Certificated Administrators Expenditure 13	Non-Certificated Administrators No. Cov. 14
RETIREMENT PLANS (Other than Social Security) A. Vested	1												
B. Not Vested	2	59,672	94	4,400	6	2,001	3	7,903	10	2,446	2	2,792	2
HEALTH PLANS A. Basic Medical	3	46-857	94	2,991	6	1,495	3	4,985	10	997	2	997	2
B. Major Medical	4	INCLUDED IN THE BASIC MEDICAL FIGURES											
C. Dental	5	8,483	94	541	6	271	3	902	10	180	2	180	2
D. Other (Specify)	6												
GUARANTEED DISABILITY INCOME PROTECTION	7												
TUITION PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 8)	8												
HOUSING PLAN Unrestricted ☐ Yes ☐ No (see instruction for line 9)	9												
SOCIAL SECURITY TAXES	10											1,264	2
UNEMPLOYMENT COMPENSATION TAXES	11												
GROUP LIFE INSURANCE	12												
WORKMEN'S COMPENSATION	13											200	2
TRAVEL ALLOWANCE	14												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (Specify)	15												
	16												
TOTALS (see instructions for line 17)	17	115,012	94	7,932	6	3,767	3	13,790	10	3,623	2	5,433	2

REMARKS:

UNIVERSITY OF CALIF.
LOS ANGELES

OCT 11 1974

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

YUBA College 5 9251 Code No.
YUBA COMMUNITY College District 72777 Code No.

(WHITE, each campus)
(PINK, multi-campus districts)

CCAF-196 (Rev. 7/73, ejl)

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This report covers the salary schedule for full-time contract faculty only. Part-time faculty are to be excluded.

INSTRUCTIONS - FACULTY CONTRACT SALARIES, PAGE 6 - CCAF-196

This is a survey of the basic contract salaries (exclusive of fringe benefits) of resident faculty who are employed on a full-time basis for at least two semesters, three quarters, or two trimesters of the academic year.

Salaries of men and women should be reported in separate columns.

EXCLUDE the salaries of: (1) other staff members (i.e., those in organized research, administration, etc.) if they devote less than one-half of their time to resident instruction, and (2) students who serve as junior instructors, such as teaching assistants.

Faculty members on sabbatical leave should be reported according to their regular salaries.

TEACHERS (column 2 or 3) - Report faculty who devote more than one-half of their time to the teaching of resident classroom or laboratory courses.

COUNSELORS or LIBRARIANS (columns 4 to 7) - Report faculty who devote more than one-half of their time as couselors or librarians.

OTHER CERTIFICATED (columns 8 or 9) - Report other certificated faculty who may be designated other than a teacher, couselor, librarian or any of these who may be devoting less than one-half of their time in either of these categories.

On lines 1-25, report the NUMBER of persons in each salary interval. Salaries of faculty members other than those listed should be reported under "Other Certificated".

On line 27, enter the total salary outlay for the persons reported in each column. Report this figure to the nearest whole dollar.

Enter the mean salaries for each column on line 28. The mean is computed by dividing the total salary outlay (line 27) by the total number of persons (line 26). Report mean salaries to the nearest whole dollar.

On line 29, report the TOTAL NUMBER OF PERSONS who contribute their services (e.g., members of religious orders), or receive salaries from other sources and are not included in district budget.

INSTRUCTIONS - FRINGE BENEFITS, PAGE 7 - CCAF-196

Report the projected fringe benefits that will be paid by your district to the full-time resident personnel during the current academic year. Fringe benefits should be reported for the salaried persons who were reported on line 21, page 5, and administrators listed on pages 1, 2 and 3. The expenditures for fringe benefits should be projected on the assumption that they will remain on the staff for the entire academic year. Do not report fringe benefits for those who contribute their services or receive a salary from other sources, as reported on line 24, page 5.

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest whole dollar. When an expenditure is reported for a fringe benefit, the number covered by the expenditure must also be reported.

Fringe benefits are defined as follows:

Lines 1 and 2. DO NOT COMPLETE UNTIL SUCH TIME AS THEY BECOME APPLICABLE IN CALIFORNIA.

Lines 3-6. HEALTH PLANS: Report projected expenditures for hospitalization plans providing for hospital room and services, surgical plans providing for a licensed surgeon, and basic and major medical plans providing for extensive medical, dental, and other expenses.

Line 7. GUARANTEED DISABLITY INCOME PROTECTION PLAN: Report expenditures through insurance or otherwise for long-term disability income payments (defined as salary in excess of 6 months) and not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused annual sick leave benefits.

Line 8. TUITION PLAN: Report cash payments and the dollar value of tuition waivers and exchanges for children of faculty members to attend another institution or your own institution. If the tuition plan is available to all of the children of faculty members, and their children may attend any institution of their choice, please check "Yes" on line 8. If either of these conditions do not apply, please check "No" on line 8.

Line 9. HOUSING PLAN: Report the projected expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, please check "Yes" on line 9. If the housing plan only applies to institution-owned housing, please check "No" on line 9.

Line 10. SOCIAL SECURITY: If covered by Social Security, report the FICA taxes calculated at the rate effective January 1st of the current fiscal year.

Line 11. UNEMPLOYMENT COMPENSATION TAXES: Report the projected payments to be made under this law.

Line 12. GROUP LIFE INSURANCE: Report projected expenditures by the institution to support the group life insurance program.

Line 13. WORKMEN'S COMPENSATION: Report the projected payments to be made under this law.

Line 14. TRAVEL ALLOWANCE: Monthly stipulated allowance.

Lines 15-16. OTHER BENEFITS IN KIND WITH CASH OPTIONS: Personal benefits in kind are reported only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if he prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumptio as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.

Line 17. TOTALS: Sum the figures reported in each of the "Expenditure" columns.

The total "Number Covered" is a unduplicated count of persons covered by one or more benefit plans; not necessarily the sum of all figures reported in each of the "Number Covered" columns.

In the interest of consistent reporting, please verify that each of the "Number Covered" totals reported on line 17 do not exceed the corresponding numbers of persons reported on line 26 of page 6.